

Wherever our clients need us, that's where we are.

Gender Pay Gap 2026 Statement

Sparke Helmore



Our gender pay gap (2024-25)

What is the gender pay gap?

The difference in the average or median earnings between women and men in the workplace. It's different to women and men being paid the same for the same, or a comparable, job (this is 'equal pay').

Sparke Helmore Lawyers gender pay gap (published by WGEA)



Our legal gender pay gap (**Sparke gap**) does not significantly favour either men or women – when considering median total remuneration there is no pay gap. Our average total remuneration gender pay gap is 17.1% lower than the average within our industry comparison group.



Our business services and legal support pay gap (**Spamil gap**) is more favourable towards men. This is driven by specialist roles (largely in Finance and I.T.) predominately being held by men, and legal support roles (secretarial / administrative support) predominately being held by women. Our average total remuneration gender pay gap is 15.1% higher than the average within our industry comparison group.



Our **overall gender pay gap** is more favourable towards men. Our average total remuneration gender pay gap is 3.6% lower than the average within our industry comparison group.

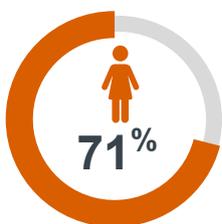
Reporting entities	Sparke (Legal staff)	Spamil (Business services & legal support)	Overall Sparke Helmore
Average total remuneration	-3.9%	28.3%	9.6%
Median total remuneration	0.0%	27.9%	16.3%
Average base salary	-5.3%	27.4%	8.5%
Median base salary	-4.8%	28.2%	15.0%

Notes

- A **positive percentage** indicates men are paid more on average than women. A **negative percentage** indicates women are paid more on average than men.
- WGEA considers gender pay gaps within and including –5% and +5% as an **optimal target range**. This range allows for normal fluctuations in the workforce. Employers with a gender pay gap in this range do not significantly favour either men or women.
- **Median gender pay gap:** this is the difference between the median of what a man is paid and the median of what a woman is paid. The median is the middle data point in the list of salaries arranged from smallest to largest.
- **Average gender pay gap:** this is the difference in average earnings between women and men in the workforce. The average is calculated by adding up a list of employees' wages and dividing by the number of employees.
- **Total remuneration:** includes salary, superannuation and performance bonus.
- The **data set excludes** partner and contractor remuneration.

Our ongoing commitment and approach to progressing gender equality

At Sparke Helmore, we remain committed to progressing gender equality.



Approximately 71% of our workforce are female. Female representation at Partner level has increased from 22% in 2012 to 41% today.

Our continued focus is on:

-  Annual gender equity reporting to the Board.
-  Pay gap and pay equity analysis during annual remuneration and recruitment processes.
-  Continuing to monitor and apply gender equity principles and address any potential risk of bias.

Our current gender pay gap (as at 1 January 2026)

When considering the three cohorts of our firm structure (Legal, Business Services and Legal Support) compared to the 2024-2025 reporting, the patterns of our pay gap remain relatively unchanged across the firm.

Reporting entities	Sparke (Legal staff)	Spamil (Business services & legal support)	Overall Sparke Helmore
Average total remuneration	-3.5%	24.4% <i>Business services: 18.3%</i> <i>Legal support: -11.8%</i>	8.1%
Median total remuneration	-1.4%	26.1% <i>Business services: 20.8%</i> <i>Legal support: -13.5%</i>	12.5%
Average base salary	-3.8%	23.7% <i>Business services: 18.1%</i> <i>Legal support: -11.9%</i>	7.6%
Median base salary	-3.8%	26.4% <i>Business services: 18.3%</i> <i>Legal support: -14.7%</i>	10.6%

