

Gender Pay Gap

2025 Statement

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Our gender pay gap (2023-24)

What is the gender pay gap?

- The difference in the average or median earnings between females and males 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

- Our legal gender pay gap (Sparke gap) does not significantly favour either men or women and is **7.8% lower** than the average within our industry comparison group.
- Our business services and legal support pay gap (Spamil gap) favours men and is **4.9% higher** than the average within our industry comparison group. This is driven by specialist roles, largely in I.T., predominantly being held by males and legal support (secretarial / administrative support) predominantly being held by females.
- Our overall gender pay gap is **1.2% lower** than the average within our industry comparison group.
- The industry comparison for Sparke Helmore is other legal services organisations with a headcount of between 250-499 (for each of Sparke and Spamil separately).

Gender Pay Gap (at 1 January 2024)

Reporting entities	Sparke (Legal staff)	Spamil (Business Services & legal support)	Overall Sparke Helmore
Average total remuneration	3.9%	16.6%	10.5%
Median total remuneration	-0.4%	18.7%	13.2%
Average base salary	3.7%	15.2%	9.9%
Median base salary	-4.8%	17.9%	8.6%

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 bonus
- The **data set excludes** partner and contingent worker remuneration.

Our ongoing commitment and approach to achieving gender equality

At Sparke Helmore, we are proud of our commitment to progressing gender pay equity.

Approximately 70% of our workforce are female. Female representation at Partner level has increased from 22% in 2012 to 42% today.

Our continued focus is on:

1. Annual gender pay gap reporting to the Board
2. Pay equity analysis during annual remuneration process
3. Continuing to monitor and apply gender equity principles, and address any potential risk of bias during remuneration reviews

Our current (as at 1 January 2025) gender pay gap

When considering the three cohorts of our firm structure (Legal, Business Services and Legal Support) compared to the 2023-2024 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	-2.69%	Business services: 19.76%	Legal support: -17.87%	10.09%
Median total remuneration	-0.30%	27.91%		16.43%
Average base salary	-4.09%	26.78%		8.98%
Median base salary	-4.35%	28.04%		15.19%

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