



Workplace Gender Equality Agency Gender Pay Gap Employer Statement March 2026

Hearing Australia is committed to fostering an inclusive and equitable workplace where all employees are valued and rewarded fairly. As part of our dedication to transparency and equality, we have conducted an analysis of our gender pay gap. We are committed to continuing to address the balance within the organisation and to build on the progress made to date.

Hearing Australia had a reduced median base salary gender pay gap of 7.2% (from 8.5%) at the time of the report. Median total remuneration has also reduced to 15.3% (from 18.1%) last year. These are positive changes.

The WGEA methodology for the measurement of gender pay gap statistics presents a challenge for some organisations, and Hearing Australia is one.

We are proud of all our employees, 81% of whom are female.

- Our organisation has 7 job families defined in our Enterprise Agreement and individual contracts. In 4 of the 7, the average total remuneration for female employees is higher than their male counterparts. The median salary gap favours female employees in 5 levels.
- The greatest gap for both average total remuneration and median favour female employees at 8.2% and 17% respectively in the Professional job families.
- Our lowest remunerated level is our support services job family which has the greatest number of part time roles. 95.5% of this group are female (506 females and 24 males), and less than 1% of the applicants to vacant roles are male. 39% of our non-managerial female employees are attracted to our part time employment opportunities, and this is common in this job family.
- Using the basic average of total remuneration by gender alone, without regard for the job family or level, means that Hearing Australia will have a misrepresented salary gap for the foreseeable future, with or without changes at other levels in the organisation.

The WGEA methodology results in a 23.8% gender pay gap which is not an accurate representation of our workforce or the value we place in each of our employees.

Our Commitment

Hearing Australia is committed to taking action to address existing gender pay gap disparities. In addition to the three mandated actions from WGEA's list of options, we will also continue to pursue:

- Regularly reviewing and analysing our remuneration practices to identify and address any disparities.
- Developing Hearing Australia's Diversity and Inclusion Strategy in FY26/27.
- Continued opportunities for part time employees to contribute to our mission at managerial and non-managerial levels.
- Fostering a culture of inclusivity and respect, where diversity is celebrated, and all employees feel valued.
- Strong leadership - our leaders at all levels advocate and take accountability for inclusion and diversity.

- Good governance - we work together to promote inclusion and diversity, with clear roles and governance.

By taking these steps, we aim to continue to have a workplace where all employees are rewarded equitably for their contributions based on their role not their gender and also reinforcing our commitment to gender equality.

*Note: The data presented above reflects our organisation's status for the Calendar year 2024.