



# 2023 Gender Pay Gap Employer Statement

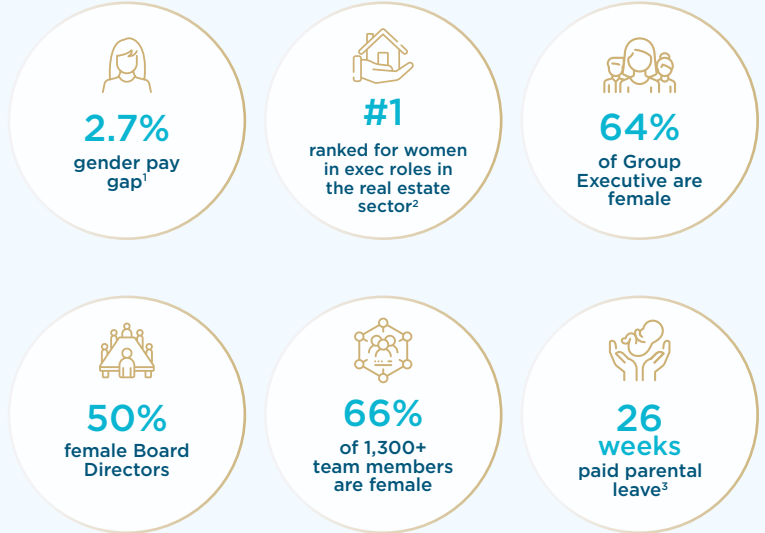


## Our Commitment

At Ingenia we've demonstrated our commitment to gender diversity since our inception. It starts at the top with balanced representation at the Board and Executive level and is promoted at all levels of our 1,300+ strong workforce.

We embrace and value all employee differences including gender, age, culture, and ability and support all to realise their potential and pursue their career goals. We firmly believe different perspectives and experiences make us a more successful, sustainable, and connected organisation for our people, our residents, guests, and shareholders.

We track and seek regular feedback on our progress, including our progress towards achieving the 40:40 vision initiative led by HESTA for gender balance in executive leadership by 2030.



**84% of respondents to our 2023 employee survey agreed that 'all individuals, regardless of their background, have equal opportunities to succeed at Ingenia'.**

## Fair pay - the core of equality

Paying people fairly is at the core of equality. We are committed to achieving parity in pay between females and males.

We apply conscious attention to pay positioning at all points of the people process, specifically when we hire; when we promote internal talent; and when we conduct our annual remuneration reviews.

On top of this, we look at job design, technology and work structure to create advancement opportunities which in turn increase earning capacity.

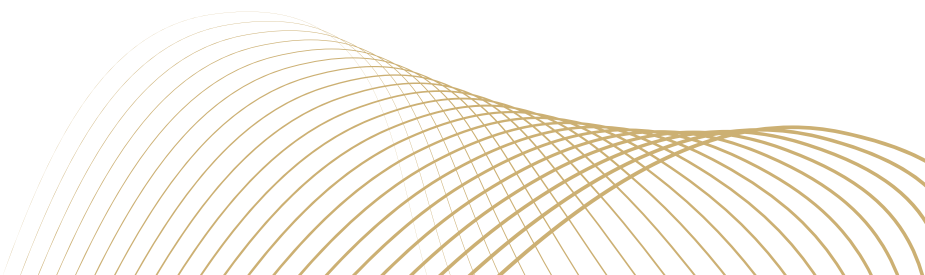
For the 2023 reporting period our gender pay gap is 2.7% compared to an Australian average of 22%. Whilst this is an admirable outcome, we are committed to closing the gap.

## What's driving the gap

Women make up 66% of our workforce which is unsurprising given the significant disproportion of females in hospitality where we employ the greatest number of people. The key drivers of our pay gap can be linked to:

- 1. Part-time & Casual Work:** Women make up 70% of casual positions and 75% of part time positions bringing down the average of female earnings.
- 2. Award pay:** We have a high skew of female team members in Housekeeping where the Award pay is below that of Grounds and Maintenance which is predominately filled by men who frequently have a trade qualification.

1. As at FY23 reporting period  
2. Chief Executive Women Senior Executive Census 2023  
3. Vs the industry average of 13 weeks leave



## How we're helping close the gap

### People development

Increased and focused investment into people development to grow internal talent and increase internal promotions.

### Generous parental leave and benefits

We provide 26 weeks of full paid parental leave, which is well above the industry average of 13 weeks. In addition we pay superannuation for the full 12 months of leave.

### Flexible working arrangements

We provide flexible arrangements which have had significant take up by both women and men.

### Networking opportunities

Continued involvement in network groups and industry bodies which help promote females in non-traditional roles.

### Transparency and reporting

Ongoing transparency and reporting to the Board on our pay gap.

## + Case Study

### Meet Misty and Nat



We proudly invest in our people by providing opportunities for skill development, career advancement, and personal growth. Through training programs, mentorship, and a commitment to individual aspirations, we aim to empower our team members to build meaningful, long-lasting careers and ensure they thrive and succeed throughout their time with us.

Misty Lovis and Natalie Kwok are great examples of thriving female leaders. Misty joined us as an administration assistant at our site, The Grange, in 2017 and within a year stepped into a Relief Manager role.

Shortly after Misty was promoted to the position of Community Manager and in 2021 was offered the role of Area Manager for Ingénia Lifestyle NSW overseeing 7 communities across NSW. Her work has been recognised with awards internally and externally including Employee of the Year.

When Natalie joined us in 2012 as a Tax Accountant working part-time after having kids there were just 10 people in the Sydney office. Fast forward to today, we have grown and so has Natalie's career. Nat has held several roles over the past decade including Co-Company Secretary, Director Funds Management and now sits on the Ingénia Executive team as our Chief Investment Officer & General Counsel. Congratulations Misty and Nat!

### Our Diversity and Inclusion policy endorsed by the Ingénia Board, outlines key objectives:

- 1 Maintain our gender representation
- 2 Focus on gender pay equity, through thoughtful consideration of pay parity in every pay decision
- 3 Deliver initiatives that support the diversity of our people and build inclusion at all levels
- 4 Support our communities through recognition of cultural diversity, charity and volunteering
- 5 Create employment opportunities for disadvantaged groups
- 6 Communicate internally and externally to promote a diverse and inclusive workforce



### More Information?

Visit our Ingénia website to view how we're tracking against our diversity and inclusion targets in our annual report and in our ESG reporting as well as view our Diversity and Inclusion policy.

[www.ingeniacommunities.com.au](http://www.ingeniacommunities.com.au)