

8 February 2024

## Gender Pay Gap Employer Statement (2022 – 2023)

Infinite Care is committed to fostering a workplace that champions equality, diversity, and inclusion. We value every team member. We acknowledge the importance of transparency and accountability.

### Industry Benchmark Report

The Workplace Gender Equality Agency (WGEA) has assessed our gender pay gap compared to our Industry Average Group as follows:

	Our Organisation	Industry Comparison	Difference to Industry (%)	Outcome
<b>Average (mean) total remuneration</b>	5.5%	5.1%	+0.4%	Worse
<b>Median total remuneration</b>	2.1%	2.6%	-0.5%	Better
<b>Average (mean) base salary</b>	4.5%	5.4%	-0.9%	Better
<b>Median base salary</b>	2.2%	4.4%	-2.2%	Better

Gender pay gap is the difference between average earnings between women and men in the workforce. Gender pay gap is not to be confused with equal pay between men and women.

We recognise the advice of WGEA and appreciate the importance of addressing this matter transparently. During the reporting period there were fewer female employees occupying senior executive management positions than males. This is not indicative of a genuine gender pay gap.

Infinite Care has a robust process for recruiting and selecting personnel. Pay rates are not determined or influenced by gender. Our recruitment and selection processes are merit-based assessments that take into account criteria such as the nature of the position, skill and experience. Gender is not a criterion for selection. Pay rates may also be influenced by industrial instruments (ie. Modern Awards and Enterprise Agreements).

### Our commitment

- **Accountability**

We remain fully accountable for the composition of our workforce, including addressing any pay discrepancies based on gender if they arise. We aim to create a fair and balanced environment where every member of our team is valued for their contributions.

- **Growth opportunities for all team members**

We will continue to ensure that all employees, irrespective of their gender, have equal access to career development pathways and career development programs.

- **Feedback**

We have an electronic feedback system in place which team members have access to. This can be provided on a confidential basis if required. In addition, the organisation conducts an annual detailed engagement survey and a bi-annually pulse survey. Both surveys are conducted via a third-party platform and confidentiality is maintained if required. Where feedback is received, we always take such feedback seriously and proactively respond to concerns.

- **Continuous Improvement**

Where necessary and appropriate, we will improve our policies to promote diversity, equality, and inclusion for all in the workplace. As an organisation we actively engage in ongoing continuous improvement in all areas of the business.

Sincerely,

*Luke Greive*

**Luke Greive**  
Chief Executive Officer  
Infinite Care