

GENDER PAY GAP REPORT 2024

At Infinite Care we welcome and support the Australian Workplace General Equality Agency's (WGEA) publication of gender pay gap data. This helps to inform more effective strategies and actions to advance gender equality and diversity in the workplace.

We are committed to ensuring that all on our team have a voice to be heard, respected, valued and that every individual belongs. We promote diverse leadership, transparency in our salary structures and a workplace environment where everyone can thrive.

We value fairness and are focused on creating an environment where everyone, regardless of gender, can be their best.

GENDER PAY GAP EXPLAINED...

What is the gap?

The gender pay gap is the difference in earnings between women & men.

What is Mean Gender Pay Gap?

The mean is calculated by dividing the female average salary by the male average salary.

What is Median Gender Pay Gap?

The median compares the mid-point of salaries for males & females.

Workplace Gender Equality Agency: [Gender equality and the workplace education resources | WGEA](#)



There is a favourable trend towards women in terms of earnings compared to men.

THE MEDIAN GENDER PAY GAP IS 1.1% IN FAVOUR OF MEN



79% of the total workforce are **females**

21% of the total workforce are **males**



Women hold 67% of the Governing Body seats



Women hold 22% of Executive leadership positions



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Key actions to address identified gaps and leverage our strengths



We are embedding diversity and inclusion principles in our end-to-end recruitments and employee experience life cycle. Our Belonging Strategy outlines this.



We are extending our performance management framework to allow for further analysis on potential diversity impacts.



We are reviewing our policies to ensure they continue to support our diverse workforce.



We are investing in our people systems to advance our ability to capture and report diversity metrics.



We are applying a diversity lens to the talent identification and success planning process.



We are progressing new initiatives outlined in our Belonging Strategy.

INFINITE CARE IS PROUD OF OUR POSITION IN REGARDS TO GENDER PAY EQUITY AND DIVERSITY. WE ARE COMMITTED TO BUILDING ON OUR STRONG RESULTS TO ENSURE DIVERSITY AND INCLUSION IN ALL ITS FORMS.