

Gender pay statement in 2025 - Australia





CEO commentary

At Gentrack, our core values are built on respect for our customers, our people, and our planet. We believe that a culture of mutual respect and inclusion empowers our colleagues to perform at their best, driving both organisational success and exceptional service for our customers. We are proud of

being part of WGEA reporting. It's an important step and our part to play in creating a more equitable world for people in the future.

While our results are more equitable than those of our comparison group, we continue to place focus in improving our equitable approaches and ensuring our organisation operates with inclusion and fairness at the heart of our decisions.



Gary Miles
CEO



What is the gender pay gap?

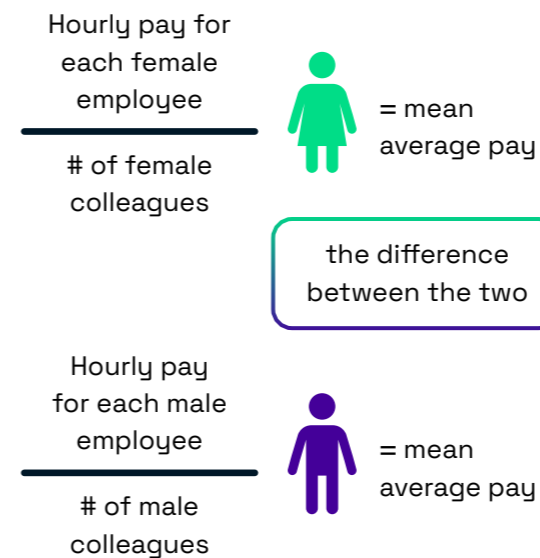
The gender pay gap refers to the difference between the average or median earnings of women and men across an organisation or industry. It is important to note that the gender pay gap is not the same as equal pay, which ensures that women and men receive the same wages for performing the same role—something that is legally required. The gender pay gap is expressed as the percentage difference between the median earnings of men and women within an organisation.

Key Definitions:

- **Base Salary:** Includes wages or salary, annual leave, personal leave, employer-funded parental leave, penal rates, salary-sacrificed items, and workers' compensation payments.
- **Total Remuneration:** Base salary plus any additional allowances, such as bonuses, cashed-out annual leave, non-financial benefits, and superannuation.
- **Median:** The middle value in a sorted list of numbers.
- **Mean:** The average, calculated by summing all values in a data set and dividing by the total number of values.

Definitions explained

Calculating the mean



Calculating the median



Our results

Our gender pay gap in 2025

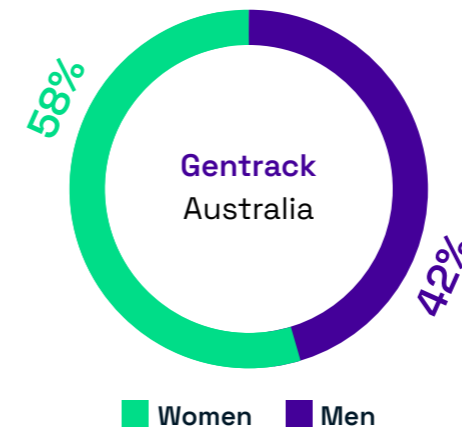
Across Gentrack AU the average total remuneration gender pay gap is 8.3%, a result that is 5.7% better than our industry benchmark of 14.0%. Our Average Base Salary Gender Pay Gap is 6% compared with our industry benchmark of 12.6%.

Interpreting our results

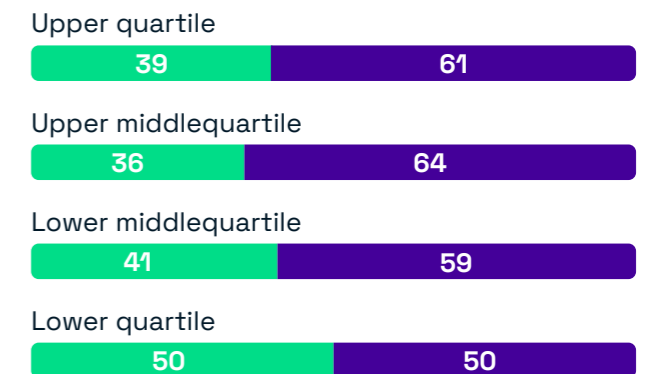
It is important to us that pay equity remains a key priority for our organisation. Our results are significantly more equitable than those of our comparison group, with improvements made across both median pay gaps metrics. Our latest insights highlight that the gender pay gap is more pronounced at the management level, which has increased slightly from the prior year. In contrast, the gender pay gap for non-management roles is 4.2%. This is 8.9% lower than the benchmark group.

While we are encouraged by the progress observed in non-management roles, we recognise a continued opportunity to enhance equity at the management level. As part of our commitment to fostering a more inclusive and balanced workplace, we will continue to focus on closing this gap and driving meaningful progress across all levels of the organisation.

A snapshot of our overall gender split



Population by pay quartile



	Gentrack	Comparison group
Average Total Remuneration Pay Gap	8.3%	14.0%
Median Total Remuneration Pay Gap	12.6%	14.0%
Average Base Salary Pay Gap	6.0%	12.6%
Median Base Salary Pay Gap	9.2%	12.2%

Our influencing strategies



Progressive policies

We have a flexible and wellbeing policy to enable colleagues to get the balance right for both them and the business. Our global family leave policies have been enhanced to support colleagues at every stage of the journey.



Partnering our people with insights to action

We regularly engage with our people via engagement and feedback surveys, 360 leadership feedback and an EDI Survey. This regular dialogue means we have an agile and impactful approach to developing our people strategies that are owned by all.



Partnering

We partner with the Women in Utility network to provide our colleagues with access to mentoring, events and toolkits to support their careers.



Mentoring

We partner with several organisations including Future Frontiers to mentor children from less privileged backgrounds with their post 16 choices to encourage diversity of our teams as well as Stemettes to empower girls, young women and nonbinary people to pursue careers in STEM



Transparent approach to career progression, performance and remuneration

We have global career pathways so that colleagues can take ownership of their career at Gentrack and a transparent and fair approach to our reward practices that allow us to focus on rewarding high performance without bias.



EDI focus

Global EDI approaches are taken to ensure diversity and inclusivity across our global footprint.



Global frameworks to enable our people

We encourage our leaders to utilise all of our global frameworks to continuously improve the environment and opportunities that our people have at Gentrack.



Leadership and management training

We look to support our people on their leadership pathways by providing accredited CMI courses for our emerging and evolving leaders.



Gentrack closing statement

Our focus remains on reducing the average pay gap in future reviews and leveraging WGEA to benchmark and track progress externally. Proposed next steps include leveraging the newly formed Women's ERG in Australia to understand how best to support our women, to ensure parity at time of promotion, ensure women are included in succession planning, and focusing on gender parity in our Leadership Development programs (Emerge and Evolve).



Jen Mounce
Chief People Officer



Our gender pay gap calculations are accurate and meet the methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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