



The Australian Industry Group

Gender Pay Gap Report 2024



CEO and CPO Foreword

At the Australian Industry Group, we are steadfast in our commitment to fostering a diverse, equitable, and inclusive workplace. As we present our 2024 Gender Pay Gap Report, we reflect on the progress we have made and the journey that lies ahead.

Our vision is to create an environment where every individual, regardless of gender, has the opportunity to thrive and reach their full potential.

We know that there is still work to be done but are confident our strategies are designed to create lasting change, and we are committed to measuring our progress and holding ourselves accountable.

We confirm that the data reported is accurate as of the last reporting period.

Innes Willox
Ai Group CEO

Belinda Woods
Ai Group Chief People & Safety Officer

About our report

This report is a point in time snapshot of the Australian Industry Group as a corporate whole. However, our analysis delves into Ai Group Limited and Ai Group Apprentice and Trainee Centre separately to understand the unique factors influencing the gender pay gap in each entity.

We recognise that different environments require tailored strategies to achieve effective outcomes. Therefore, while we maintain a consistent approach to continuous improvement, our programs and initiatives may differ across our entities.

Across the board, our organisational processes and policies are designed to eliminate or reduce factors such as unconscious bias in the hiring, remuneration or promotions process.

Key Points



Increase in gap for 2024. Despite a reduction over the previous 3 years, the 2024 report showed an increase in the overall pay gap for the Australian Industry Group. This can be attributed to a change in reporting group (inclusion of CEO) as well as some project related one off payments.



Our workforce composition continues to evolve.

Focused efforts in our recruitment practices have led to a shift in senior leadership and management roles. However, the concentration of women in junior and clerical roles within Ai Group Limited and the predominance of men in apprentice and trainee roles within the Apprentice & Trainee Centre continue to influence the pay gap.



There is still work to do. There remains a significant amount of work to do to ensure a balanced composition across junior and clerical roles in Ai Group Limited and within the Ai Group Apprentice & Trainee Centre and in all board appointments.

An explanation of the terms

A pay gap or pay difference is not the same as equal pay, which requires that women and men in the same role or doing comparable work are paid the same. In Australia, this has been a legal requirement since 1969.

Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organisations, industries and the workforce as a whole.

The pay gap is calculated by assessing the difference between average earnings of men and women at Ai Group. An average or mean pay difference is calculated by taking the average annual earnings and comparing the differences between women and men.

A median pay difference is calculated by taking the figure in the middle of a range of annual earnings, arranged from the smallest to the largest.

What about non-binary employees?

The gender pay gap calculation does not yet include data about non-binary employees. In our role as a peak industry association, Ai Group will continue to work with WGEA to develop an approach to support employers to collect this information that is safe & respectful to people who identify as non-binary.

An overview of our data

Australian Industry Group's Gender Pay Gap

All Employees	2023-24
Average (mean) total remuneration	-44.8%
Median total remuneration	-86.2%
Average (mean) base salary	-52.1%
Median base salary	-94.0%

Gender composition by role

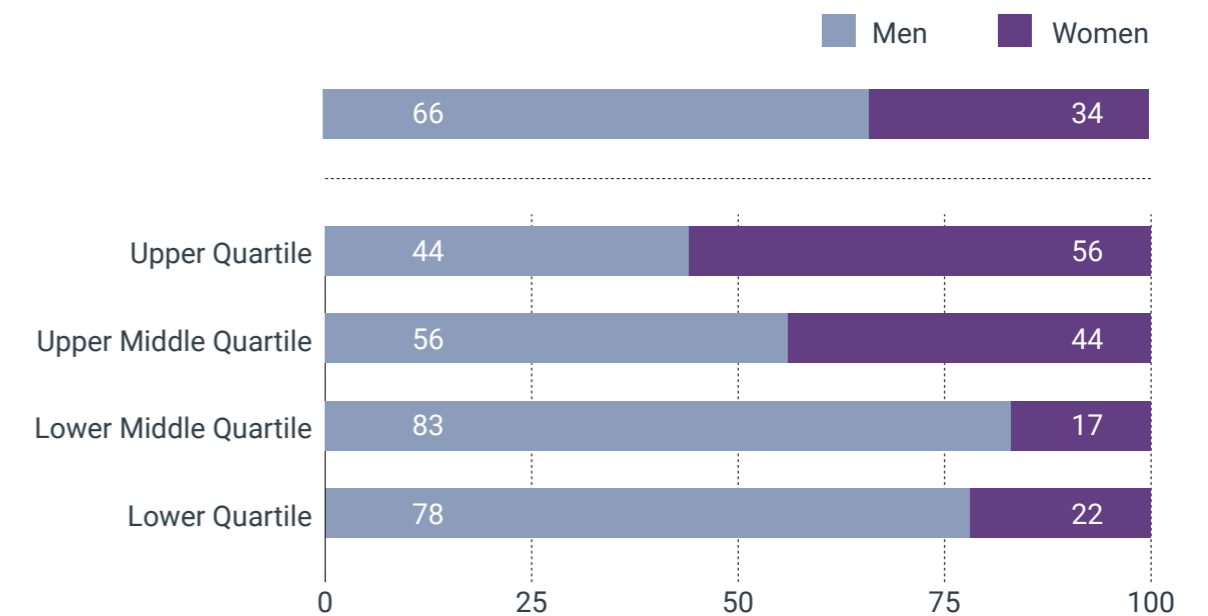
	Key Management Personnel	Managers	Non Managers
Women	50%	54%	33%
Men	50%	46%	67%

This data represents the Australian Industry Group as a whole but the subsequent analysis is done on each reporting entity

Gender Composition by employment status

	Full time	Part time	Casual
Women Managers	84%	16%	0%
Men Managers	93%	7%	0%
Women Non Managers	79%	18%	3%
Men Non Managers	98%	2%	0%

Gender Composition by Pay Quartile



Our gender pay gap analysis

Ai Group Limited

- ▶ An increase in our total remuneration median gender pay gap is 26.3%, which is a 2% increase on the previous year. The base salary median however is 19.2% which is a 3% decrease on the previous year. We can attribute the increase in median total remuneration to project-based payments.
- ▶ Overwhelmingly our 'non managers' and also administrative employees are women. This one-off contributing factor to the pay gap.
- ▶ There is an opportunity to impact the composition of Ai Group governing bodies to achieve a better gender balance in subsequent appointments.

Ai Group Apprentice & Trainee Centre

- ▶ Overwhelmingly our apprentices and trainees are male. When this group of males and their corresponding wages are grouped with women, who predominantly work in the teams who manage and support the apprentices, the gap appears significantly better than average.
- ▶ Whilst there is further work to do on the composition of the board, there is 33% representation of women on the board.

Closing the gap – what we are focussing on at the Australian Industry Group

Our people are critical to the success of Ai Group. It is important that we drive initiatives and build strategies to create a diverse and inclusive workforce that is gender pay equitable.

Change takes time but we are committed to progress and will continue to drive our strategies to close the gap.

- ▶ Access for all genders to the parental leave entitlement
- ▶ Superannuation for employees on unpaid parental leave
- ▶ Continuing our regular gender pay gap reviews and reporting to the Board (every 6 months)
- ▶ Continuing our role-by-role parity review through the remuneration review process and at ad hoc times through the year
- ▶ Remuneration policy and framework to drive consistency and clarity
- ▶ Inclusive language tools
- ▶ Recruitment process in place to drive gender balance
- ▶ Unconscious bias and bystander intervention training
- ▶ Regular evaluation of flexible working options