

WGEA Public Statement – Consolidated Group

Employer Statement on Gender Pay Gap, Pitt & Sherry (Operations) Pty Ltd and Australian Building Surveying Services Pty Ltd

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The pitt&sherry consolidated group comprises Pitt & Sherry (Operations) Pty Ltd and its subsidiary, Australian Building Surveying Services Pty Ltd. We are committed to fostering a fair, inclusive and equitable workplace that reflects the diversity of our people, our clients and the communities in which we operate. As part of this commitment, we regularly review our gender pay gap and implement targeted actions to support improved gender equity outcomes across the organisation.



In accordance with our obligations under the *Workplace Gender Equality Act 2012 (Cth)*, we have submitted our 2024–25 Gender Equality Reporting to the Workplace Gender Equality Agency (WGEA).

Gender Pay Gap – Context and Results

For the 2024–25 reporting period, the pitt&sherry consolidated group overall gender pay gap for total remuneration is 22.5% (average) and 25.2% (median). This represents a change from the prior year, where the average gender pay gap was 19.3% and the median was 24.6%.

The increase in the gap reflects changes in workforce composition and remuneration distribution during the reporting period. In particular, men continue to be more highly represented in senior, specialist and higher-paid technical roles, while women are more concentrated in lower and middle pay quartiles. This pattern is consistent with broader trends across similar professional and technical services sectors, which have historically been male-dominated.

We recognise that while progress has been made in recent years, there is more work to do to sustainably improve gender representation at senior levels and, in turn, reduce our gender pay gap over time.

Drivers of the Gender Pay Gap

The primary drivers of the pitt&sherry consolidated group's gender pay gap are structural rather than the result of unequal pay for equivalent work. These drivers include:

- Under-representation of women in senior leadership and higher-paid technical roles
- Historical workforce composition shaped by industry-wide gender imbalances

Addressing these structural drivers requires sustained, long-term action focused on attraction, retention and progression of women across all levels of the organisation.

Actions and Progress

Over the past year, the pitt&sherry consolidated group has continued to strengthen its approach to gender equity through the following actions:

Pay Equity and Remuneration Governance

We undertook detailed pay equity analyses to identify any remuneration disparities and implemented corrective adjustments where appropriate. Promotion decisions have been clearly separated from equity and remuneration reviews, strengthening transparency and rigour in our remuneration framework.

Leadership and Talent Progression

We continued initiatives aimed at increasing female representation in leadership and succession pipelines across the group.

Flexible Work Practices

Flexible work remains embedded within the consolidated group's culture and leadership expectations. We continue to support a range of flexible working arrangements to enable employees to balance professional and personal commitments, recognising the importance of flexibility in supporting retention and long-term career sustainability.

These commitments support the attraction and retention of women (with our current workforce split being 31% female) and positions pitt&sherry to develop and progress female talent in the coming years.

Work & Life Blend – Employee Experience Insights

Our 2025 employee engagement survey highlighted strong outcomes for women in relation to work and life blend. Women reported an overall favourable score of 85%, with particularly strong results for flexible working arrangements (96% favourable) and the ability to arrange time away from work when needed (92% favourable).

Commitment and Future Focus

Looking ahead, the pitt&sherry consolidated group is committed to driving measurable and sustainable improvements in gender equity. Our focus areas include:

- Strengthening internal pipelines to increase female representation in senior and technical roles
- Setting clear expectations for equitable promotion, development and succession planning
- Continuing to normalise flexible work and equitable parental leave uptake
- Building leadership capability to manage workload, capacity and wellbeing effectively

By maintaining transparency, engaging our people and taking a continuous improvement approach, pitt&sherry remains committed to creating a workplace where all employees have equitable opportunities to contribute, progress and succeed. Our Board and executive leadership continue to strongly support gender equality as a core consolidated group priority, recognising its importance to our people, our culture and our long-term success.