

Employer Statement Workplace Gender Equality Agency (WGEA)

The WGEA Industry Benchmark Report shows Cavpower's average total remuneration gender pay gap (GPG) for reporting period 2024-2025 is **6.1%**. The mid-point of all employer GPG in the Comparison Group is 14.4%. For reporting period 2023-2024, the average total remuneration GPG was 4.3% and the mid-point of all employer GPGs in the Comparison Group was 15.2%.

Women at Cavpower earn more than men in the comparison group as an average total remuneration.

The average base salary and median base salary for women is higher than men's. There was also an improvement on the median total remuneration compared to last year's data:

	Cavpower 2023-2024	Cavpower 2024-2025	Comparison Group 2024-2025
Median total remuneration	19.5%	19.4%	10.8%
Average base salary	-1.5%	-7.3%	10.9%
Median base salary	8.6%	-1.2%	7.4%

At Occupational Group level, the GPG for female managers is -22.9% vs 12.7% for the comparison group and -12.9% for female senior managers versus 6.8% for the comparison group. Women are paid more than men in these occupational groups.

Compared to last year's figures, the GPG improved in the following occupational categories:

- Other Managers (from 21.9% last year to 4.6%)
- All Non-Managers (from 16.7% last year to 16.5%)
- Professionals (from -13.3% last year to -5.1% this year)
- Technicians and Trade (from 25.5% last year to 23.0%)

We continue to align remuneration to the relevant Enterprise Agreement, Award or benchmarking data and our policies and practices promote equal opportunities.

From 1 January 2026, all Cavpower permanent employees became entitled to two weeks' paid parental leave. The introduction of this leave not only enhances gender equality, but also supports family well-being and helps attract top talent.

Data gathered by WGEA assists Cavpower in continuing to evolve in this space by identifying gender gaps and developing targeted strategies to address them.