

Our Commitment

Industry Fund Services Ltd (IFS) remains committed to promoting gender equality in the workplace. We support the ongoing work of the Workplace Gender Equality Agency (WGEA) and recognise that the gender pay gap reflects structural and societal factors beyond individual roles. We believe that fair treatment of all employees, regardless of gender, is essential to building an inclusive, productive, and equitable workplace.

Our Performance

IFS Group’s Gender Pay Gap in for 2024-2025 was once again below the industry median at -1.6%. A negative result indicating that women being paid more at the median level. This result reflects the IFS continuing commitment our remuneration practices and we will continue our work to advocate for equality across our organisation.

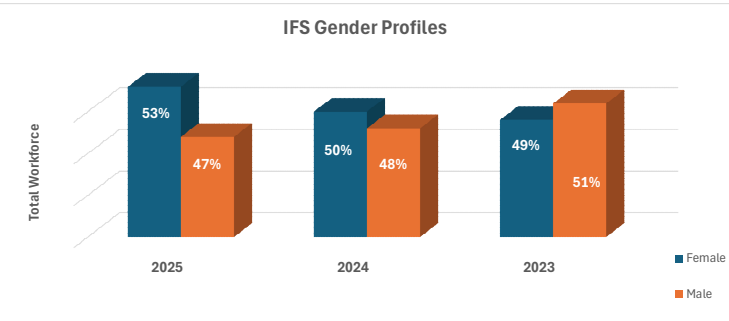
Gender Equity Indicators

Some of our existing Gender Equity Indicators shown below, further reflect this commitment:

- ✓ Our Senior Leadership team has a gender composition of 38% female and 62% male.
- ✓ All roles within IFS are objectively benchmarked to market rates.
- ✓ We offer 20 weeks of paid parental leave to all employees with 12 months service, and additional unpaid parental leave available with paid superannuation.
- ✓ A Hybrid work schedule is employed to help balance our operational needs with providing flexible working arrangements.
- ✓ Uptake of our Flexible Work Arrangements in place over and above the hybrid schedule, of which 64% are held by men.

Gender Profiles

The gender profiles of our workforce continue to show our commitment to gender equality. In raw numbers, the variance in genders for 2025 is five individuals.



Gender Pay Gap

In keeping with WGEA practice, IFS uses the Median Salary data to determine wage pay gaps between genders.

For transparency, we also present the average wage gaps between genders, that shows IFS has a concentration of men in higher pay ranges.

Reporting Year	Average Base Salary Gap	Median Salary Gap
2023-2024	2.40%	-0.10%
2024-2025	7.00%	-1.60%

Next Steps for IFS:

IFS will continue its work to ensure all staff are treated fairly, given opportunities and advancement regardless of their gender to strive for gender equality. Some initiatives currently being focused on include:

- ✓ Gender unbiased succession planning for senior roles;
- ✓ Continue to enhance recruitment practices through:
 - Gender balanced interview panels.
 - Unconscious bias awareness training.
- ✓ Invite feedback from employees on gender diversity and pay equity practices via Employee Engagement Surveys and report back to staff on actions taken.