

## Gender Pay Gap Employer Statement

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Morgans Financial Limited (“Morgans”) is the holder of the Australian Financial Services Licence (AFSL) for the Morgans Group.

Morgans Holdings (Australia) Limited employs corporate, retail and institutional advisers, financial planners, research analysts and support staff in the Morgans offices in Brisbane, Sydney, Melbourne, Adelaide and West Perth.

In addition to the Morgans’ staff employed by Morgans Holdings (Australia) Limited, there are over 50 managed branches of Morgans across Australia that are responsible for employing and remunerating staff locally. The staff employed by those managed branches are not included in our annual WGEA submission.

A significant portion of our staff are paid by way of commission. As such, their remuneration is dependent on their individual effort, experience, and tenure, and as a result remuneration can vary considerably between staff members in similar roles.

Our Gender Pay Gap is 40%. This reduces to 31% when commission-based staff are excluded. More than half of our staff perform a support role in a non-management capacity. For that group, the gender pay gap is 2.2%.

We are committed to reducing our gender pay gap. We commit to:

- Build and foster an inclusive culture that values diversity.
- Attend and participate in industry and education forums to educate and promote gender diversity in our business and across the industry.
- Encourage female candidates to join our business via internships, Professional Year roles and in business support functions.
- Build a pipeline of diverse talent and increase representation of women in management and senior leadership roles.
- Review and enhance policies and benefits annually to ensure our value proposition is competitive and supportive of female and diverse groups.
- Continue to make employer superannuation contributions on behalf of staff taking parental leave (based on their contribution levels prior to taking parental leave).
- Facilitate formal and informal mentoring programs to strengthen relationships, learning and development for staff with a strong focus on female representation.
- Ensure consultation, reporting and discussions with Board and Executive Leadership pertaining to diversity, inclusion and equity continue with accountability clearly assigned to achieve progress.