

# WGEA Employer Statement, 2024

Consortio values, respects, and embraces the unique contributions of people from diverse backgrounds, experiences, and perspectives. We believe that diversity drives innovation, enhances customer experiences, and strengthens business performance. A workplace where everyone feels included and empowered to bring their whole selves to work enables diversity to flourish. By fostering an environment of equity, respect, and belonging, we create opportunities for all employees to reach their full potential.

We are committed to promoting diversity, equality, and inclusion in the workplace, guided by principles of justice, integrity, and fairness. Our workforce reflects the broad range of individuals and perspectives in the communities we serve, ensuring that we accommodate, encourage, and respect different experiences, skills, and viewpoints. Our approach to diversity management benefits not just our people but also the customers and partners we work with every day. By embedding inclusion at all levels of our organisation, we are building a workplace that values individuality and empowers every employee to succeed.

Consortio is a payroll provider, and as such, we do not directly influence the hiring, promotion, or workforce composition of the organisations we support. Our role is to facilitate fair and transparent payroll practices for a diverse range of clients

across industries. Due to the nature of our business model, our client base is constantly changing, and we only employ a small subset of a client's workforce—primarily contractors. As a result, our gender pay data does not reflect the full workforce composition of any given client and may fluctuate year-on-year based on the industries and roles we service. While our reporting is not directly comparable to that of traditional employers, we remain committed to supporting fair remuneration practices, pay transparency, and compliance with gender equality reporting requirements.

Over the past two years, contractor earnings have declined, aligning with the broader drop in inflation and contractor demand. However, the rate of decline differed between men and women, resulting in a narrowing gender earnings gap within our contractor workforce. Key trends show that while total earnings for male contractors decreased, total earnings for female contractors declined at a slower rate, narrowing the gender earnings gap by 1%.

Overall, contractor pay has declined due to market conditions and lower inflationary pressures. The slower decline in female contractor earnings relative to male earnings suggests a gradual narrowing of the gender earnings gap. While the gap remains significant, this trend indicates progress towards a more balanced

earnings distribution. As gender earnings distribution continues to fluctuate based on contractor engagement trends, Consortio remains committed to supporting transparent payroll practices and ensuring that pay structures remain equitable within our sphere of influence.

Beyond gender equality, Consortio's commitment to workplace equality extends to fostering a safe, inclusive, and equitable environment for all employees, including LGBTQI+ individuals and First Nations peoples. We align with Pride in Diversity's Australian Workplace Equality Index (AWEI) to promote LGBTI workplace inclusion and embrace the 'nothing without us' approach, ensuring initiatives are shaped by the voices of those they impact. We encourage all employees to challenge biases, support colleagues, and actively promote inclusivity, recognising that small actions drive meaningful change. We are also committed to increasing Aboriginal and Torres Strait Islander representation, ensuring a culturally responsive workplace that supports career development, identity, and equity. Our focus includes expanding employment opportunities, recognising cultural practices, implementing anti-racism

policies, and strengthening partnerships with First Nations communities. By embedding these principles into our operations, we ensure Consortio remains a workplace of fairness, respect, and opportunity for all.

At Consortio, we recognise that achieving true workplace equality is an ongoing journey. While our role as a payroll provider means we do not directly control workforce composition, we continue to work closely with our clients, providing education and insights on gender pay equity, diversity, and inclusive payroll practices. We are actively driving our First Nations employment program, working towards increasing representation and fostering meaningful career opportunities for Aboriginal and Torres Strait Islander peoples. Additionally, we constantly strive to enhance our policies, processes, and leadership approach to further balance equality across our workforce. By embedding these principles into our daily operations and championing best practices in payroll and workforce engagement, we remain committed to building a more inclusive, fair, and equitable future for all.