



Plenti’s WGEA Employer Statement 2024 – 2025

At Plenti, our values continue to guide everything we do. We remain dedicated to creating a workplace that is equitable, fair, and inclusive for all employees. Our latest report to the Workplace Gender Equality Agency (WGEA) gives us important insights into where we stand on gender equality and pay equity - and where we need to focus our efforts moving forward.

Plenti’s 2024 – 2025 report to the Workplace Gender Equality Agency has provided us with valuable insights into our status regarding gender equality and pay equity. This year, our overall gender pay gap has increased to 25.4%, up from 19.5% in the previous year. This gap mainly reflects the current underrepresentation of women in senior roles and variations in experience levels, rather than differences in pay for the same work. We’re focused on addressing these areas to create a more balanced and inclusive leadership team.

On a positive note, we have seen encouraging progress in female representation across the company, especially in leadership roles. Female leadership representation has increased since last year, and promotions of women into management and non-management positions have also improved, rising to 55% and 38% respectively. These improvements demonstrate our commitment to advancing gender diversity throughout our organisation.

However, we know there is still more to do. We want Plenti’s workforce to better reflect the diverse society we serve because diverse teams lead to more innovative thinking and better decision-making. By closing gaps in senior leadership and improving recruitment and promotion practices, we aim to build an even stronger, more inclusive culture.

Our Priorities

We are continuing to work on the following key areas to drive positive change:

- Ongoing refinement of our pay strategy through annual gender pay gap analyses that account for seniority and experience, helping leaders make fair pay decisions.
- We remain focused on setting targets to increase female representation in senior leadership and key roles, while improving recruitment and promotion strategies.
- Continuing to develop leadership programs that grow female talent and emphasise the importance of diversity.

Our Commitment

We recognise the ongoing gender pay gap and understand that true success comes from embracing diversity in all its forms. By prioritising equitable pay and continuing to set and reflect on our female representation goals - especially in leadership positions - we attract and retain a diverse range of talent and create a culture where every employee feels valued, supported, and empowered. Together, we are building a fair and inclusive workplace that strengthens our team, drives innovation, and delivers exceptional value to our customers.

Plenti’s Gender Pay Gap

Pay Gap (Mean)	23/24	24/25
Total Rem	19.5%	25.4%
Base Pay	16%	22.9%