

9 May 2024

WGEA Gender Pay Gap Statement

As part of our commitment to gender equality, Veris is actively working towards closing the gender pay gap within our industry. We support the Workplace Gender Equality Agency (WGEA) in their efforts to promote and enhance gender equality in the workplace, including the publication of employer Gender Pay Gap data as required by legislation.

Within the Professional, Technical, and Scientific Services Industry, where Veris operates, the nominal median total remuneration pay gap is reported at 27.1%, slightly above the industry average of 26.1%. Total remuneration encompasses superannuation, overtime, and other additional payments. Furthermore, the median base salary pay gap at Veris is 17.2%, in contrast to the industry average of 24.8%. Base salary denotes the fixed annual earnings of an employee, excluding bonuses and other employee benefits.

In the specific context of Veris, the reported remuneration pay gap is influenced by the high proportion of men in our predominantly site-based teams, where the influence of shift-work and related substantial overtime hours contribute to total remuneration outcomes. The structure of the operating landscape is a significant industry-wide issue, and Veris is actively working towards influencing the nature of the working requirements and the composition of our workforce as we continue to service our clients' requirements. Furthermore, Veris is focussed on continuing to increase the gender balance in leadership roles which also influences the GPG at Veris and across the industry. By supporting young women at the onset of their careers and offering opportunities for advancement into leadership positions through mentoring and development programs, Veris aims to foster a more equitable and inclusive work environment. Addressing these challenges is crucial for both Veris and the industry as a whole, and we remain dedicated to driving progress towards achieving gender balance and equality.

At Veris, we acknowledge the significant gender imbalance in our industry and remain steadfast in our commitment to promoting diversity, inclusion, and equity. We are actively implementing various initiatives to create a more inclusive environment for women, including flexible working arrangements, paid parental leave policies, domestic violence leave policies, and additional leave options to support the attraction and retention of women. Our efforts also encompass a diversity and inclusion policy and framework, workforce and leadership gender representation targets, training and development programs, as well as initiatives like the Young Professionals Program to support women in STEM fields.

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