

## GENDER PAY GAP

### Background

Moray & Agnew is a leading national law firm of 105 partners and over 700 people. We serve our domestic and international clients from offices in Sydney, Melbourne, Brisbane, Canberra, Newcastle, Perth and Cairns.

Built on a solid history in insurance law, client demand has guided our growth into commercial litigation and dispute resolution, construction and projects, corporate and commercial, property and development, government and workplace legal services.

We were named one of the 25 most attractive firms at which to work in Australia in 2020 by Lawyers Weekly and Australia's most female-friendly law firm by the AFR. We had the fifth highest percentage of female partners, and demonstrated a commitment to equity, diversity and inclusion which was recognised in the AFR Law Partnership Survey, December 2023. That commitment adds to our professional approach and focus on client service excellence.

### Summary

Moray & Agnew is committed to ensuring an inclusive work environment in which everyone is treated fairly, with respect and dignity. Diversity and inclusion mean valuing an individual regardless of their gender, marital or family status, sexual orientation, gender identity, age, disability status, ethnicity, religious beliefs, cultural background, country of origin, socio-economic background, perspective, and experience. We believe a diverse and inclusive work environment encourages a range of perspectives and fosters excellence in supporting the business strategy of our firm. It also enables us to retain a diverse talent pool and be well placed to service the needs of our clients.

### Gender Pay Gap

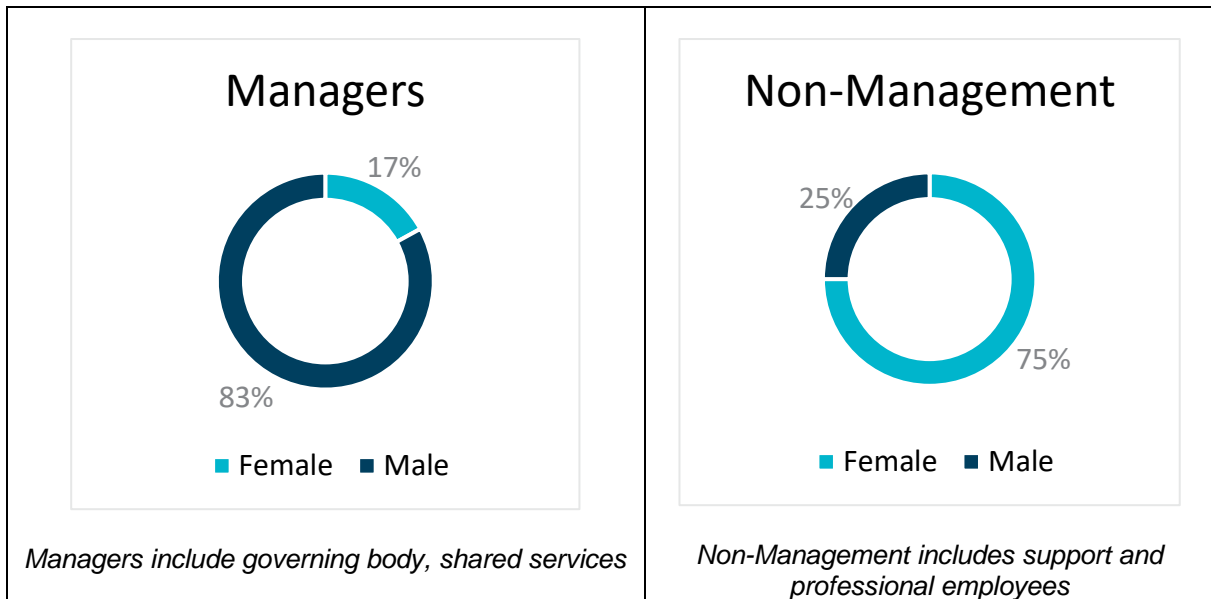
**Our median base salary gender pay gap is 8.2% and our median total remuneration gender pay gap is 7.9%.**

### Understanding the Gap

We don't pay our employees differently based on their ethnicity or gender. The gender pay gap is caused by workforce composition factors. It is important to remember that pay gaps are not influenced by gender alone: experience, part-time work and time in roles are relevant.

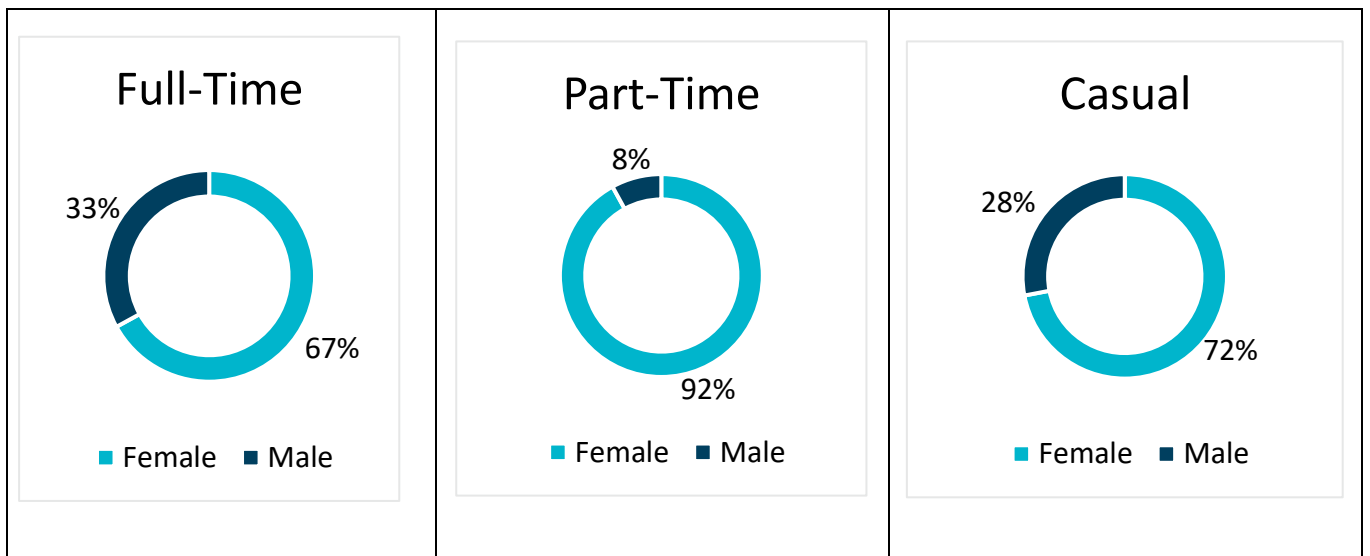
- **Workforce Composition by role** | a lower proportion of females are in senior leadership roles and a higher proportion in support roles.
- **Workforce Composition by status** | a high composition of part-time and casual support roles which contributes to the gender pay gap.

## Workforce Composition by Role\*



\* Data excludes Partners

## Workforce Composition by Status\*



\*Data excludes Partners

## Actions

We are committed to continuing to make Moray & Agnew a great place to work. We are taking steps to address the gender pay gap:

- **Representation of Women** in governing body, leadership and partnership.
- **Supporting & valuing diversity, equity and inclusion**

- **Recruitment** - Developing and retaining a gender diverse workforce.
- **Pay Equity** - Reducing gender pay equity gaps; Payroll analysis is completed on an annual basis to determine if there are any remuneration gaps between women and men, and relevant action is taken where needed.
- **Inclusion Training** – providing gender equality training to all employees to raise awareness and we encourage a culture where any concerns can be raised freely.
- **Flexible Work**
  - Facilitating and promoting a flexible workplace which enables employees to balance work and life responsibilities – including being accredited by the Australian Breastfeeding Association as a Breastfeeding Friendly Workplace.
  - Undertaking regular review of flexible work and other relevant policies.
- Continuing as signatories to the Law Council’s Equitable Briefing Policy.
- Continuing as signatories to the Charters for the Advancement of Women in the Legal Profession of both The Law Society of New South Wales and Law Institute of Victoria.
- Continuing to review policies, strategies and actions to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination in the workplace.
- **Consulting with employees on issues concerning gender equality in the workplace**
  - our Gender equality employee reference group facilitates employee consultation and valuable insights into workplace gender equality experiences, priorities, and potential actions, as well as contributing to employee engagement.

## APPENDIX

### Key terms and definitions:

**Shared services:** Shared services is the consolidation of the support functions of the firm. This includes IT, Accounts, Marketing & Business Development, People & Development and Operations.

**Professional Employees:** includes all employees from a Law Graduate to Special Counsel.

**Support Employees:** includes shared services and legal support employees.

**Base salary:** is an employee’s regular salary, excluding superannuation, overtime, bonuses and other additional payments.

**Gender pay gap analysis:** an analysis of what is driving an organisation’s gender pay gaps, looking at workforce composition by gender, representation in more senior and highly paid roles, etc.

**Median gender pay gap:** is the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest. If the number of comparison groups is an even number, the median is the average of the two middle values.

**Total remuneration:** this includes all remuneration for an employee, including superannuation, overtime, bonuses and other additional payments