

# Gender Pay Gap Employer Statement



## STATEMENT OF COMMITMENT

Aligned Leisure is a 100% owned subsidiary of the Richmond Football Club, established as a vehicle to manage the operations of Richmond's health, fitness and leisure business activities. Supported by the people and business systems of the Richmond Football Club, Aligned Leisure currently operates 42 leisure centres, community stadiums, pools, gyms, theatres and other facilities throughout Victoria and New South Wales.

At Aligned Leisure, a culture of care and connection is paramount, and we are committed to developing our people in a supportive environment.

In keeping with this, Aligned Leisure recognises that an authentic commitment to gender equality is non negotiable to truly reflect a culture of connection that enables women to thrive, and the business to benefit. The gender pay gap is an important measure of Aligned Leisures progress towards gender equality now and into the future.

## WHAT IS THE GENDER PAY GAP (GPG)?

The gender pay gap is a statistical analysis of the difference in median earnings between women and men in the workforce. It is not the same as equal pay which relates to women and men being paid the same for the same, or comparable, jobs.



## OUR GENDER PAY GAP

Aligned Leisure is proud of its achievement of its steps towards achieving pay parity in its 2023 workplace gender equality reporting, ahead of the industry average, demonstrating good progress in its effort to act on the nation's workplace gender inequality.

Since its inception, Aligned Leisure has championed the growth and development of its people, including women, and has been close to achieving pay parity since WGEA reporting commenced. Separate to the pursuit of pay parity has been our focus on a diverse leadership team which has seen Aligned Leisure achieve 58% of its management level employees are women.

Aligned Leisure CEO Shane Dunne said that WGEA reporting gave current and prospective staff confidence that remuneration at the organisation was free of gender bias.

*"Female team members make up a majority of our people across all locations," he explained.*

*"Each makes a huge contribution in our day-to-day work and can come to work confidently that they are valued and an essential part of our work."*

*"We will continue to work with the WGEA to ensure our salaries best reflect the role, performance and appropriate benchmarking, free of any bias."*

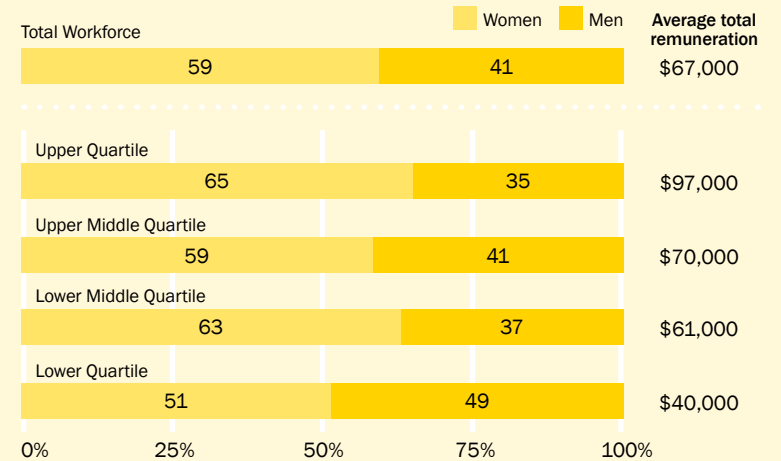
- Shane Dunne, Aligned Leisure CEO

### Median Gender Pay Gap

	Aligned Leisure	Industry comparison
<b>Median total remuneration</b>	-1.7%	4.5%
<b>Median base salary</b>	-1.9%	4.8%

A positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men.

### Gender composition by quartile



### Workforce composition by role

	Managers		Non-Management	
	Women	Men	Women	Men
<b>2020-21</b>	65%	35%	66%	34%
<b>2021-22</b>	59%	41%	65%	35%
<b>2022-23</b>	58%	42%	59%	41%

## **ACTIONS AND STRATEGIES**

Aligned Leisures People policies and processes have been developed with an diversity and inclusion lens, this has helped support its journey to pay parity. Part of the strategy is to be a safe, welcoming and inclusive workplace for everyone.

Examples of strategies and initiatives include:

- **Annual salary reviews.** A gender-based review of all salaries (separate to the WGEA reporting) is completed each year.
- **Parental Leave.** Recognising the importance of families to the workforce has led to the creation of a competitive parental leave policies to support families. There is a generous paid primary carers leave and paid secondary carers leave, in addition to the Government's paid parental leave scheme.
- **Superannuation.** Employer Superannuation Guarantee contributions for carers on any paid and unpaid period of parental leave.
- **Additional leave.** This provides employees with additional flexibility, to spend more time with their families and focus on their wellbeing.
- **Education.** All employees undergo education around important topics such as sexual harassment and discrimination.

## **CONCLUSION**

Aligned Leisure is proud of achieving these results and an equal gender representation in Board and senior management level positions. We will continue to review our policies and strategies to ensure our commitment to diversity and inclusion remain a focus.

