

Gender Pay Gap Employer Statement



STATEMENT OF COMMITMENT

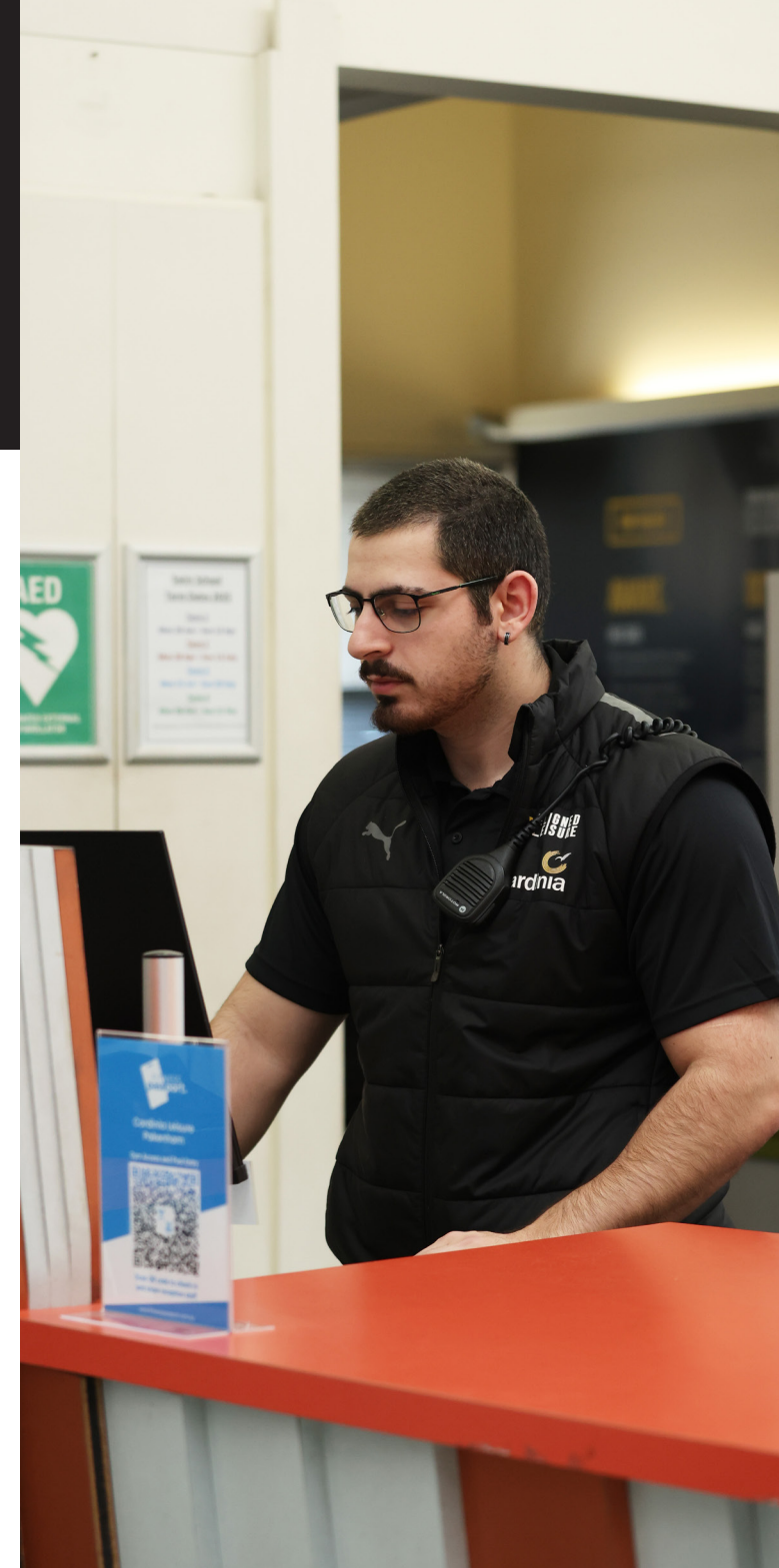
Aligned Leisure is a 100% owned subsidiary of the Richmond Football Club, established as a vehicle to manage the operations of Richmond's health, fitness and leisure business activities. Supported by the people and business systems of the Richmond Football Club, Aligned Leisure currently operates 53 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 average 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 2026 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

60% of its management level employees are women. Aligned Leisure CEO Ben Tudhope said that WGEA reporting gave current and prospective staff confidence that remuneration at the organisation was free of gender bias.

“Our team is made up of a majority of female team members, across all levels of leadership” he explained.

“Each team member brings an important perspective and plays a vital role in helping us achieve our vision and purpose, as such we focus on ensuring they feel valued and supported in the workplace.”

“We recognise the importance of what WGEA is working towards and we will ensure our salaries are free from any bias and our policies best reflect the learnings provided.”

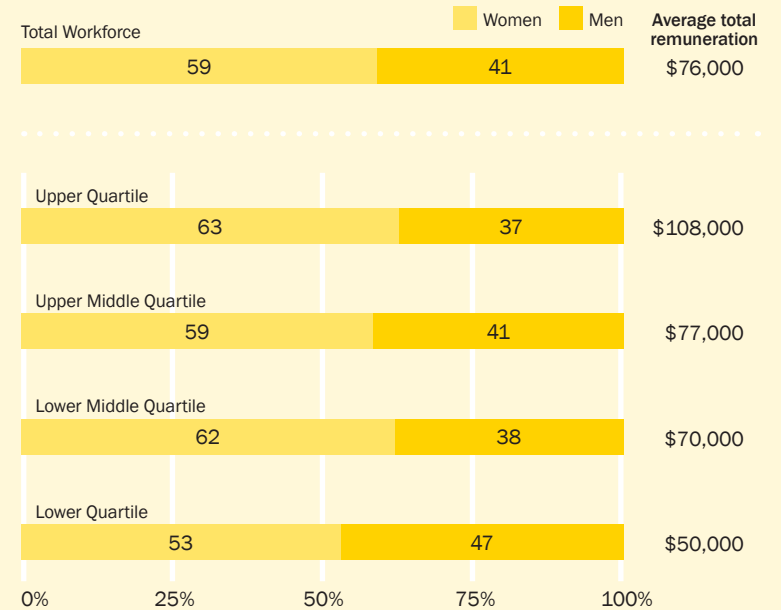
- Ben Tudhope, Aligned Leisure CEO

Median/Average Gender Pay Gap

	Aligned Leisure
Average total remuneration	-8.1%
Median total remuneration	-0.7%
Average base salary	-8.0%
Median base salary	-0.7%

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
2024-25	60%	40%	59%	41%

ACTIONS AND STRATEGIES

Aligned Leisures People policies and processes have been developed with a 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.

