

# Gender Pay Gap Employer Statement

March 2025



# From the Chief Executive Partner, David Kearney

At Wotton Kearney (WK), we believe in creating an equitable and inclusive workplace where everyone can thrive. As Chief Executive Partner, I am proud to share our progress in addressing the gender pay gap (GPG) and reaffirm our commitment to driving meaningful change within our firm and across the legal profession.

Over the past year, we have made significant strides in reducing our gender pay gap. This reflects our dedication to fostering a culture that values diversity, champions equity, and celebrates inclusion. Transparent pay practices, targeted development opportunities, and programs to support women in leadership have been instrumental in this journey.

Guided by our ethos of being **Trail Blazers**, **Big Thinkers**, and **Impactful Humans**, we're inspired to reshape the legal industry, think critically about solutions to complex issues like the GPG, and make meaningful impacts through our actions.

## Who is included in this report?

WK is an international firm, with offices in Australia, Aotearoa (New Zealand), and Singapore. This statement focuses on our Australian business, with reference to our Aotearoa business, which has its own GPG focus.

## Why we focus on the Gender Pay Gap (GPG)

WK is committed to fostering a workplace that is inclusive, equitable, and transparent. Addressing the GPG is fundamental to creating a fair environment. While we've made progress, we acknowledge systemic inequities that still contribute to pay gaps across the legal profession.



**David Kearney**  
Chief Executive Partner

# Our commitment

WK is steadfast in its commitment to equity, including pay.

Through data-driven practices and ongoing reviews, we've made meaningful progress, though we recognise this work is continuous. Our inclusive culture empowers our team to thrive and succeed, aligned with our shared values.



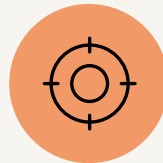
**Odile Shepherd**  
People & Culture Director

# Our focus



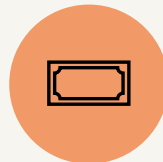
## Talent recruitment, progression and reward

Removing biases through clear and transparent criteria and decision-making.



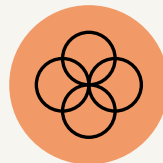
## Equitable briefing

Fair allocation of legal work with established organisational targets.



## Pay equity focus throughout the year

Identifying and addressing pay disparities during recruitment, salary review and promotion touchpoints.



## Embedded hybrid working practices

Empowering flexibility and choice that meets both the firm's and individual needs.



## Driving collaboration and mutual accountability through reward systems

Recognition and rewards that build a culture of shared success.



## Advocacy and belonging

Our thriving employee resource groups advocate for inclusion and equality.



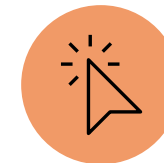
## Accountability and reporting

Publicly tracking progress on equity.



## Supporting moments that matter

Providing support and competitive policies to help our people thrive, personally and professionally.



## Career development with purpose

Investing in life-long learning, mentoring and leadership programs aligned with our values and individual purpose.



## Ongoing training on workplace obligations regarding sexual harassment and bullying

Choose Respect training for everyone supported by a zero tolerance policy.

## Our numbers



# 25%\*

Our Median Total Remuneration GPG is **25%\***

\*This is our total workforce, which includes Partners



# 3%

We have reduced our Median Total Remuneration by **three percentage points** in the reporting period.



# 52%

**52%** of our promotions were women in the reporting period.

It is important to note that when we look at the Industry Comparison Group, we are not comparing like for like.

As a corporation, our Partners are included as employees in the WGEA data set, however, firms who have an equity partnership model, do not include Partners in the data set. If we remove our partners from the data set, our 2023-24 all of our data points are reduced, bringing us closer to the industry comparison group.

## Deep dive

When we look more closely at our data and focus on our legal team only, we can see outstanding results for our GPG:



# 0%

**Early Talent Lawyers**

(Graduates, Solicitors, and Associates)



# 0%

**Senior Lawyers**

(Senior Associates and Special Counsel)

We are incredibly proud of this achievement and remain committed to maintaining our GPG within the WGEA-defined optimal range of +5 to -5%.

These results also provide valuable insights into areas where we can further focus our efforts to reduce the GPG across the business.

## Future focus

We are committed to addressing the gender pay gap through continuous improvement.

This involves regularly reviewing our pay practices to ensure equity, supporting equal career opportunities and flexible working arrangements, and engaging with our people to identify and address challenges. We also measure and report our progress to drive accountability.

Our commitment to fairness and inclusion underpins our efforts to create a workplace where everyone can thrive.



## Our internal impact

“As the Executive Sponsor of the Parents and Carers Employee Network, CommKap, I am happy to see that WK is continuing to enhance our parental leave policy.

The recent changes made will allow individuals of all genders to take meaningful time with their families during such a special and emotionally significant period.

Having taken parental leave myself, I understand the importance of balancing work and family life. The recent policy uplift will help ensure that all employees, regardless of gender, are given equal opportunities to advance in their careers without any disproportionate impact of caregiving responsibilities. It's vital that our policies and firm culture empower our people to thrive both at work and at home.”



**Scott Macoun**  
Partner, Executive Sponsor CommKap

“At WK, addressing the gender pay gap is a key part of our broader commitment to achieving true gender equality.

Employee networks like the Gender Equality Network (GEN) play a vital role in driving this progress by creating a platform for advocacy, collaboration, and action. They provide employees with opportunities to share experiences, challenge biases, and influence the policies and practices that shape our workplace.

Having a dedicated network focused on gender equality ensures that issues like the GPG are kept at the forefront of our priorities, fostering a culture of accountability and transparency. While there is more work to do, we remain steadfast in our mission to create an environment where everyone is valued, rewarded equitably, and empowered to reach their full potential.”



**Rebecca Wilson**  
Senior Associate, Chair of GEN

## Our external impact

**Our Community Footprint program embodies our commitment to fostering a fairer, more inclusive, and sustainable society. Through our pro bono work, community partnerships, and responsible business practices, we strive to reduce inequalities and promote access to justice.**

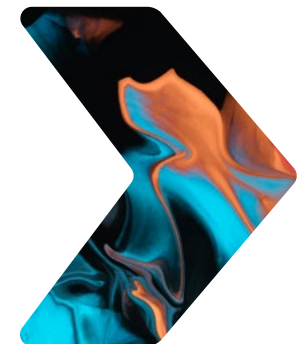
Our 2024 Community Footprint Impact Report captures our efforts to drive meaningful change. Highlights included an 83% increase in pro bono contribution and the expansion of our leadership team with the addition of Pro Bono Partner, Leanne Ho.

In 2022, WK went public with a commitment to reduce gender inequality as part of our 20 Actions for 20 Years project. In alignment with this commitment the firm has put its resources behind efforts to tackle issues like financial abuse through our pro bono work and the introduction of a cadetship program specifically for women impacted by financial abuse. Through our pro bono partnerships, we have looked at the impact of AI on women's work and the barriers that would need to be addressed to increase the representation of women in STEM.

We recognise that achieving gender pay equity requires ongoing effort and a multifaceted approach. Our initiatives within the Community Footprint program are integral to this mission, as they help to dismantle systemic barriers and promote equal opportunities for all.



**Heidi Anderson**  
Head of Pro Bono & Responsible Business





# Aotearoa (New Zealand) statement

Our Aotearoa team believe paying our people fairly is important and have been working to identify our gender pay gap statistics.

We're pleased to report that our current median base salary is 0.6%. This calculation includes all employees across all legal and shared services teams.

We attribute this to the fact that we have consistently worked to support progression and advancement of women in the profession, specifically during parental leave (all staff are included in the annual performance and salary review process, as well as progression discussions – regardless of whether they are on parental leave or not). This approach ensures fairness and consistency for team members who take extended parental leave.

The next step for our team in Aotearoa is to undertake work to better understand our employee demographics (e.g. Māori and Pacifica employees) and include this in our gender pay gap analysis and reporting.

Our team in Aotearoa are Living Wage Accredited.



**Antony Holden**  
Managing Partner  
Aotearoa New Zealand



# Understanding key concepts

## What is the GPG?

The GPG is the difference between the average earnings of men and women across an organisation or industry. It is typically expressed as a percentage of men's earnings showing the proportion by which women's earnings fall short of those of men on average. The GPG highlights broader trends in gender representation and workplace participation, including how roles, seniority, and societal norms impact earnings.

## What is Pay Equity?

Pay equity refers to ensuring that individuals are paid the same for performing the same or comparable work, regardless of their gender. It focuses on equal pay for equal or similar work, addressing direct discrimination in remuneration practices. The Fair Work Act 2009 includes provisions that promote equal pay for equal work. This means that employers must ensure that employees performing the same or comparable work are compensated equally, regardless of gender.

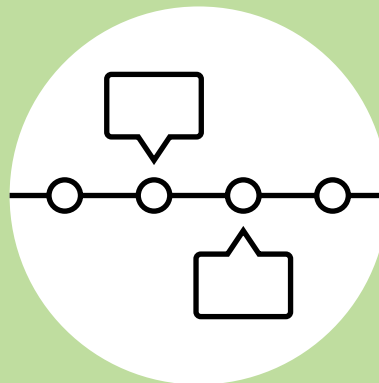
## What is the difference between the average and median pay gap?

### Average Pay Gap

This is calculated by adding all salaries in a group and dividing by the number of employees. It can be skewed by very high or very low salaries, often reflecting the concentration of men or women in high-paying roles.

### Median Pay Gap

This is the midpoint salary when all salaries are listed from lowest to highest. It represents a more typical difference in pay between men and women and is less affected by outliers.



## What is Base Pay versus Total Remuneration?

Base pay refers to the ordinary earnings of an employee. It is the salary paid to an employee for performing their regular duties, excluding any additional payments or benefits. This includes the standard wage or salary and any bonuses directly tied to performance or productivity that are guaranteed by the terms of employment. However, base pay does not include other compensation like superannuation, incentive pay, or benefits.

Total remuneration (or total compensation) encompasses all payments and benefits an employee receives in return for their work. This includes:

- Base pay (as described above)
- Superannuation (retirement benefits)
- Bonuses (such as performance bonuses)
- Overtime pay
- Allowances (e.g., car or travel allowances)
- Fringe benefits (e.g., use of company cars or health insurance).

Total remuneration provides a broader picture of an employee's overall compensation, taking into account all monetary and non-monetary benefits.

# Understanding key concepts

## Who are the Workplace Gender Equality Agency (WGEA) and what are the reporting obligations?

As part of our legal obligations under Australia's Workplace Gender Equality Act 2012, WK reports annually to the Workplace Gender Equality Agency (WGEA). These reports ensure transparency and accountability regarding gender equality in the workplace.

Our reporting includes:

- Pay data, including gender pay gaps across different levels of the organisation.
- Gender composition of our workforce and governing bodies.
- Policies and strategies supporting gender equality, including recruitment, promotions, flexible work arrangements, and parental leave.

We submit data to WGEA by the 31st May each year. The reporting period is a snapshot within 1st April to 31st March for the previous year. So, when the data is publicly released in February, it's almost a year out of date.

This reporting helps WK identify and address gaps in gender equality and allow us to benchmark our performance against industry standards. The WGEA also publishes insights from our data, contributing to broader conversations and efforts to close the gender pay gap in Australia.

## Why does the Gender Pay Gap still exist?

A significant contributor to the gender pay gap is occupational and industry segregation, where men and women are disproportionately represented in certain types of jobs or industries. Traditionally, societal norms and expectations have shaped the types of work perceived as suitable for men or women. For instance, caregiving and administrative roles have historically been associated with women, while leadership and technical roles have been dominated by men.

These norms are rooted in longstanding cultural, social, and economic factors, including stereotypes about gender roles, access to education and training, and the undervaluation of industries dominated by women. As a result, industries and roles predominantly occupied by women often offer lower pay, even when requiring similar levels of skill and expertise as fields dominated by men.

At WK, we are committed to challenging societal norms by fostering a workplace culture where opportunities are accessible to all, regardless of gender. This includes promoting diverse career pathways and addressing barriers that have traditionally limited representation in certain roles.





## Australian offices

### Adelaide

Lvl 1, 25 Grenfell St  
Adelaide, SA 5000  
+61 8 8473 8000

### Brisbane

Lvl 23, 111 Eagle St  
Brisbane, QLD 4000  
+61 7 3236 8700

### Canberra

Ste 4.01, 17 Moore St  
Canberra, ACT 2601  
+61 2 5114 2300

### Melbourne

Lvl 30, 500 Bourke St  
Melbourne, VIC 3000  
+61 3 9604 7900

### Perth

Lvl 49, 108 St Georges Tce  
Perth, WA 6000  
+61 8 9222 6900

### Sydney

Lvl 9, Grosvenor Plc  
225 George St  
Sydney, NSW 2000  
+61 2 8273 9900

## New Zealand offices

### Auckland

Lvl 8, 21 Queen St  
Auckland 1010  
+64 9 377 1854

### Christchurch

202/235 High St  
Christchurch 8011  
+64 3 667 4003

### Wellington

Lvl 12, 342 Lambton Qy  
Wellington 6011  
+64 4 499 5589

## Asia office

### Singapore

138 Market St  
05-01, CapitaGreen  
Singapore, 048956  
+65 6967 6460

