

Employer statement

2023/24 Gender Pay Gap Report



For the better

Foreword

RAC's purpose is to be the driving force for a better WA.

To achieve this, our people must reflect the rich composition of our more than 1.3 million members in Western Australia.

At RAC, we embrace diversity, equity, inclusion and belonging (DEIB). We are actively working to strengthen our organisation by creating environments where our people can succeed and be themselves.

Gender equity is one of RAC's four key DEIB focus areas. We are committed to improving gender equity by fostering an inclusive workplace where all people, regardless of their gender, enjoy the same access to all opportunities and rewarded fairly.

Addressing the gender pay gap is a crucial part of this.

Understanding our gender pay gap

In the 2023-24 reporting year, we've seen a decrease in the gender pay gap for our median total remuneration and median base salary measures.

Our average total remuneration gender pay gap remained at 17.6 per cent and our average base salary increased 0.3 per cent.

It's important to acknowledge reporting changes this year, which result in CEO and Heads of Business salaries included in reporting.

Including this data is essential for enhancing the transparency of our gender pay gap. It provides us with a more precise representation, allowing us to identify areas for improvement and take necessary steps towards achieving gender pay equity.

Addressing barriers and making change

The biggest driver of RAC's gender pay gap continues to be the disparity of gender representation across entry-level roles and senior roles.

We also have a greater proportion of women in part-time employment.

We will not close our gender pay gap until we achieve a more even balance.

To better understand our gender pay gap, we have increased the frequency and depth of reporting and analysis. This will inform and enable our leaders and decision-makers.

Our long-running RAC Empower program is designed to help accelerate high-potential women into more senior roles.

To create long-term change, we continue to review our policies and procedures with a diverse, inclusive lens. Through our Diversity and Inclusion Strategy and Gender Equity Action Plan, RAC remains focused on creating a more equitable and inclusive workplace where everyone is valued.

Our people are the driving force of our organisation, and we are committed to ensuring the women who work at RAC, current and future, are provided equal opportunity to thrive.

Rob Slocombe
Group Chief Executive Officer

Kylie Johnston
Group Executive People

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Our gender pay gap

This data is based on the Workplace Gender Equality Agency (WGEA) 2023-24 reporting period, which covers our workforce of 2,115 people at the time of reporting.

Due to the large and varied nature of our work at RAC, our people operate

under nine different ABNs. For the purposes of WGEA reporting, only six of our ABNs are represented on the WGEA data explorer.

Three of our ABNs have less than 80 people. While they do not have dedicated reports generated, they

are represented as part of our total gender pay gap percentages below.

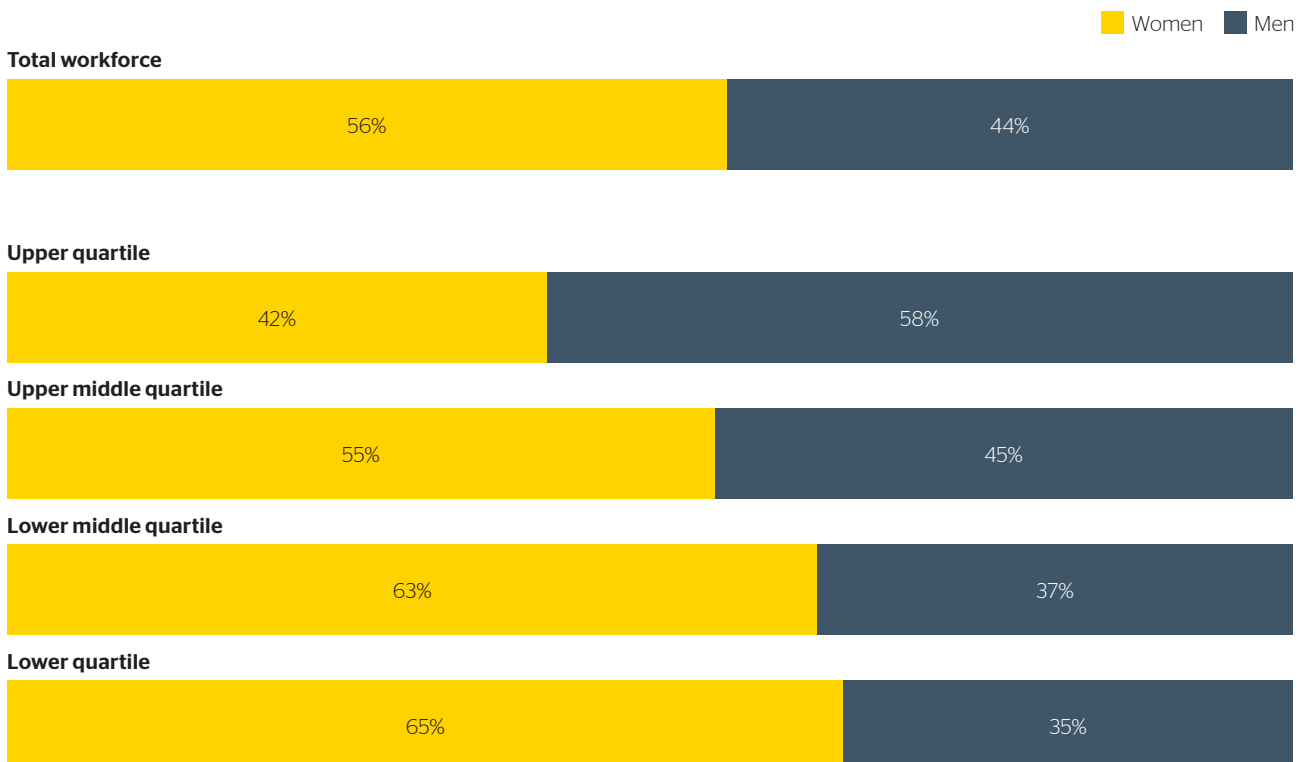
For simplicity in this statement, we reference the gender pay gap for the whole of RAC and how we are working towards reducing our gender pay gap as an organisation.

All employees	2020-21	2021-22	2022-23	2023-24
Average (mean) total remuneration	22.4%	20.7%	17.6%	17.6%
Median total remuneration	25.9%	22.7%	20.1%	16.9%
Average (mean) base salary	19.7%	18.7%	16.4%	16.7%
Median base salary	23.3%	22.3%	20.8%	19.0%

Equal pay for like roles

It's important to note the gender pay gap is distinct from equal pay for the same job. RAC has long-held, robust processes in place to ensure equitable pay across our organisation.

This includes conducting regular gender pay reviews that identify and address disparities.



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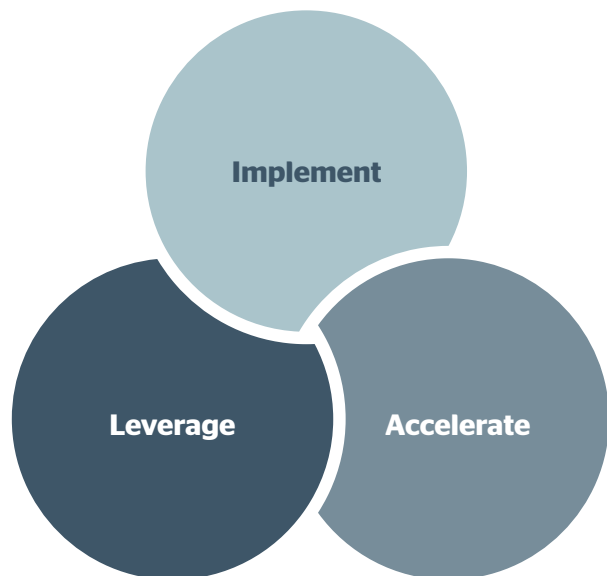
How we're reducing the gap

Our focus on diversity, equity, inclusion and belonging includes gender equity as a key pillar.

Gender Equity 10 Year Plan

Our Gender Equity 10 Year Plan considers three time-horizons.

- » **Horizon One:** Implement strategic foundations that drive gender equity.
- » **Horizon Two:** Accelerate change and leverage community and partnership initiatives to support sustainable gender equity.
- » **Horizon Three:** Leverage pipelines and now mature initiatives to realise gender equity outcomes.



How we're working towards gender equity



Employee benefits

- » Introduced new flexible working options in 2023 to help individuals and teams develop, be engaged and do their best work.
- » Extended our Parental Leave Policy to offer 16 weeks paid parental leave for primary caregivers and four weeks paid parental leave for non-primary caregivers.
- » Continue to develop our high-potential female leaders through our annual Empower program.



Awareness and education

- » Developed learning modules on gender pay equity, one for team members and one for leaders, with mandatory completion for all remuneration managers.
- » Hosted regular presentations to discuss women and the superannuation gap and offer one on one general advice sessions to support employees.
- » Continued communication of our gender pay gap to our people and external publication of our WGEA submission on our website.
- » Introduced the Women in Tech employee-led diversity network to bring our women in technology fields together and foster belonging.



Reporting, policies and processes

- » Set targets to reduce our gender pay gap and improve our gender composition across all levels.
- » Revised our policy review process to include input from our DEIB leads and people with lived experience.
- » Increased regular reporting of our gender pay gap to our Executive Leadership Team. Our regular internal reporting and analysis of our gender pay gap and remuneration informs our decision making.
- » Embedded gender pay gap and pay equity principles into the salary review guidance provided to remuneration managers.

