

Every action counts

14.5% Median*	Our median gender pay gap is down 2.2% and average is down 0.9% from last year.
13.3% Average*	This is more than 1% below the industry and shows a continued downward trend.

Equal pay for equal work

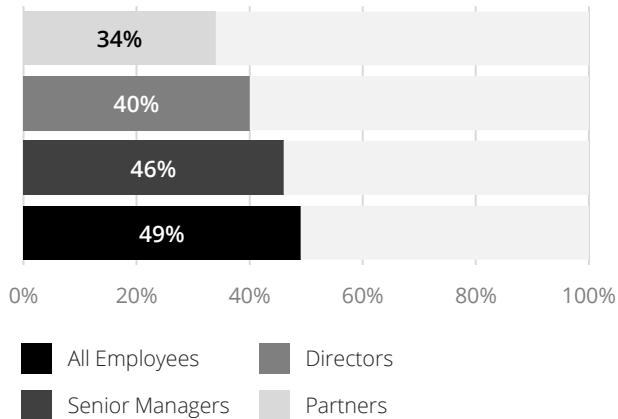
At Deloitte we have been committed to equal pay for women and men for many years. We **review the pay of all our people twice a year to ensure that there is less than a 1% difference between genders** for the same or similar roles.

*Total Reward Gap. In line with WGEA guidelines, Partner remuneration is excluded from our gender pay gap calculations. The median is the number that falls into the middle when everyone's wages are lined up from smallest to largest. Total remuneration includes base salary, superannuation, overtime, bonuses and any other additional payments. Base pay salary is the actual pay before tax expressed as the annualised and full-time equivalent amounts.

Gender representation is the key driver of Deloitte's gender pay gaps

While 49% of our workforce are women overall, men are overrepresented in our most senior roles.

Current representation of women by role level:



“At Deloitte, our commitment to inclusion is at the heart of who we are. It drives innovation and helps us attract, retain and develop talent to fuel our business. By valuing every voice, we create stronger teams and better outcomes for our people, clients and communities”



Joanne Gorton
CEO Deloitte Australia

Actions we are proud of

Women make up more than 40% of our new Board and Executive teams.

Launched our **Gender Action Plan** outlining our commitment to advance gender equity.

Launched **'Remaking the norm'** highlighting six ways to remake harmful gender norms.

[Gender Action Plan](#) →

[Remaking the norm](#) →

Received **WGEA Employer of Choice for gender equality** for the 23rd year.

Enabled close to 700 people to take **parental leave** (over 50% men) and continued to promote **DeloitteFlex**.

Introduced **Inclusion champions into Talent Reviews**.

Ran our **Inspiring Women Program** for the 23rd year.

First organisation in Australia to be certified as a **Menopause Friendly workplace**.

Continued to recognise the outstanding careers of our **Women in Tech'** through our annual awards.