

VICSEG GENDER PAY GAP STATEMENT

INTRODUCTION

At VICSEG New Futures, we actively comply with the Australian Workplace Gender Equality Act 2012, which mandates non-public sector employers with 100 or more employees to submit gender equality data annually to the Workplace Gender Equality Agency (WGEA). This data provides a comprehensive overview of our organization's gender pay gap.

As part of this process, we have prepared our Employer Statement, which offers context to our gender pay gap results. This document accompanies our gender pay gap reports, which are published on the WGEA website. The statement is based on data collected from April 2022 to March 2023, and was publicly released by WGEA on 27 February 2024. The statement relates specifically to the gender pay gap within VICSEG New Futures in Australia.

COMMITMENT TO GENDER EQUALITY

VICSEG New Futures is dedicated to fostering a workplace that values diversity, inclusivity, and fairness. We recognize the critical importance of addressing gender pay disparities and ensuring that all employees, regardless of gender, are treated equitably. By continuously reviewing and improving our policies, we strive to create an inclusive environment that promotes equal opportunities for all.

As part of our commitment to gender equity, we actively participate in the annual review process conducted by the Workplace Gender Equality Agency (WGEA). Our latest evaluation has identified areas requiring further attention, and we are taking decisive steps to address the gender pay gap within our organization. Through ongoing efforts, VICSEG New Futures is working to create a more equitable workplace that upholds fairness and provides equal opportunities for everyone to thrive.

GENDER PAY GAP OVERVIEW:

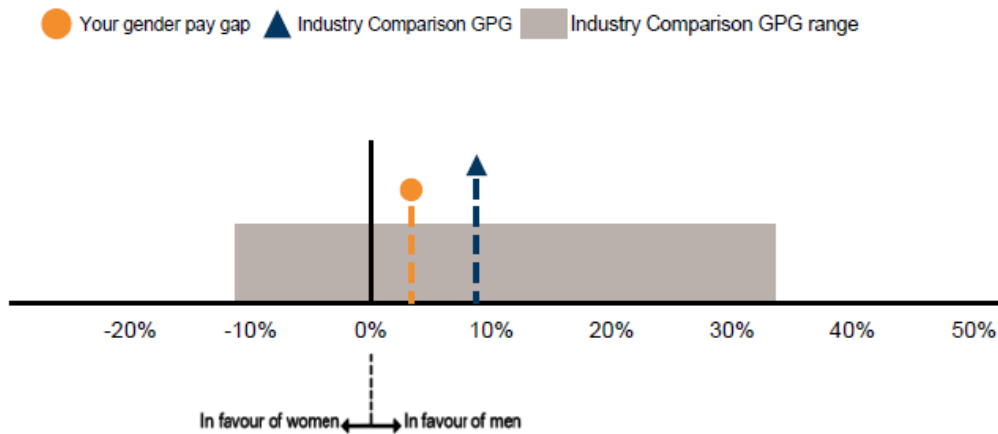
We acknowledge the presence of a gender pay gap at VICSEG New Futures, which is primarily driven by the predominance of women in casual employment and the relatively low number of men within our workforce. This pattern mirrors the characteristics of our industry and reflects our commitment to providing flexible working opportunities.

Our gender pay gap over time

All Employees	2020-2021	2021-2022	2022 -2023
Average (mean) total remuneration	2.3%	2.2%	3.3%
Median total remuneration	4.0%	2.2%	3.2%
Average(mean) base salary	2.2%	3.9%	
Median base salary	0.6%	5.6%	1.1%

Our GPG relative to other employers

The chart below shows the average, and the range of gender pay gaps for our Industry Comparison Group compared to our gender pay gap.



Although our current gender pay gap remains below the industry average, we are determined to further narrow this gap and ensure that all employees receive equal pay for equal work.

ANALYSIS AND INSIGHTS:

VICSEG New Futures is proactively investigating the root causes of the gender pay gap in our workforce. We are committed to identifying and addressing the factors that contribute to these disparities, including:

Role Distribution: We will evaluate how male and female employees are distributed across different job categories to identify any trends of occupational segregation that may be contributing to the pay gap.

Work Hours: We will analyse the impact of part-time and casual roles on overall compensation, recognizing that women may be disproportionately represented in these employment types.

Career Growth: We are focused on ensuring that career development and advancement opportunities are available equally to all employees, regardless of gender.

Action Steps:

To address the gender, pay gap, VICSEG New Futures is committed to the following initiatives:

Annual Pay Audits: We will conduct regular audits of employee compensation to identify and resolve any unjustifiable pay differences related to gender.

Flexible Working Policies: We will continue to support and enhance flexible work options to promote work-life balance for all employees.

Learning and Development Programs: We will deliver training that empowers all staff with the skills and opportunities needed for career progression, ensuring no gender-based barriers.

Open Communication: We will foster transparency by keeping employees informed about our efforts to tackle the gender pay gap and engaging them in the process.

MONITORING AND ACCOUNTABILITY:

VICSEG New Futures is dedicated to tracking and reporting on our progress in reducing the gender pay gap. We will share updates on our ongoing initiatives and maintain accountability for achieving pay equity across our workforce.

CLOSING REMARKS:

By addressing the gender pay gap, VICSEG New Futures is actively promoting an environment that champions equality and fairness. We are committed to creating an inclusive workplace where every employee, irrespective of gender, has the opportunity to succeed and contribute meaningfully to our organization's success.