



Employer Statement March 2024

The gender pay gap is the difference in the average pay for all male employees compared to the average pay for all female employees in an organisation. It is important to note that this is different to equal pay for equal work which is paying male and female employees equally for equivalent work.

IVE's current gender pay gap levels are as follows – Median Base Salary 13.8%, and Median Total Remuneration 18.9% (these figures are based on May 2023 data used for our 2023 annual reporting to the Workplace Gender Equality Agency).

The difference in the total remuneration figure is primarily driven by the inclusion of shift loading and overtime earnings.

For reference, the gender pay gap figures for the print industry as a whole are as follows – Median Base Salary 17.6%, and Median Total Remuneration 18.3%.

Currently, the overall gender breakdown of our workforce is 64% male and 36% female, which is reflective of the overall print industry. Trade based roles in our industry have been a common platform for employees subsequently progressing into management and other senior and specialised roles. Whilst this might have been the case in the past, it will not be the case in the future. We recognise our role as the industry leader in Australia to drive greater diversity and inclusion in our sector.

As part of our newly established ESG Strategy (<https://www.ivegroup.com.au/about/esg-strategy/>), IVE has a significant focus on strengthening all forms of diversity, including gender, and inclusion across the Group. An important component of this relates to increasing gender diversity in management and achieving a year-on-year reduction in our gender pay gap.

IVE has already taken recent positive steps towards strengthening gender diversity within the Group – this includes the introduction of a generous paid parental leave policy, and adopting a hybrid work model for roles that can work from home.

IVE is committed to achieving a year on year reduction in our gender pay gap levels by 2025. Actions to reduce our gender pay gap include the following:

- Increasing gender diversity in management – targeting female employees comprising at least 40% of all management roles
- Identifying opportunities for internal succession plans for female employees into senior leadership and management roles
- Increasing the representation of female employees in higher paying employment streams outside management (Trade level roles, Professional level roles in IT, Finance, Sales/ Customer Service (majority female employees already in this category), Design, Planning)