

Employer Statement – Gender Equality

Overall Commitment to Gender Equality

Fiducian is committed to gender equality, viewing it as an integral aspect of our organisational values. We understand the importance of cultivating an inclusive workplace, as it is a strategic imperative for driving innovation, creativity, and sustainable success. We believe that a diverse and inclusive workplace is essential for creating a culture where all employees feel valued, empowered and have equal opportunity to reach their full potential.

Gender Pay Gap Overview

The Workplace Gender Equality Agency (WGEA) has published the Gender Pay Gap (GPG) for private companies with staff over 100 which includes Fiducian. GPG is measured as a percentage: a positive percentage indicates men are paid more on average than women; a negative percentage indicates women are paid more on average than men. Through analysis of gender pay gap data, we continuously assess our progress and identify areas for improvement. Fiducian has made consistent progress over the years and will continue to work towards narrowing the GPG in the organisation on an ongoing basis.

Fiducian Gender Pay Gap

Fiducian’s GPG, which is based on average total remuneration, is better and narrower than the relevant industry average as detailed below:



The GPG based on median total remuneration is 31.6% for Fiducian compared to industry average of 26.6%.

We have made continuing progress in the reduction of our gender pay gap. As per the WGEA data, our gender pay gap currently stands at 20.4% (median total remuneration), demonstrating a decrease of 17.8% from 38.2% in 2020–2021 to 20.4% in 2022–2023.

WGEA Gender Pay Gap Data	2020-2021	2021-2022	2022-2023
Fiducian Average Total Remuneration	38.2%	27.4%	20.4%

Gender Diversity

Fiducian has and will always be an equal opportunity employer. Our diversity policy encourages persons of different race, gender, sexual preferences, religion, national or ethnic origin, age or disability and skills to participate and receive recognition, reward and management responsibility commensurate with their performance. This diversity is demonstrated where, as at 30 June 2023, we have employees who are from 26 different countries of origin, 49% are female with 15% of female employees in senior roles, and 22% of our employees are over 55 years of age.

Further, subsequent to the current reporting period, we have inducted our first female member in the Fiducian Group Board.

Sustained Initiatives for Equality

Our commitment to gender equality is reflected in tangible action plans tailored to our organisation's specific needs and context. Our sustained efforts for equality encompass ongoing initiatives aimed at fostering an inclusive workplace that are reflected below.

- **Diverse Recruitment Practices**

Fiducian is dedicated to implementing strategies that attract candidates from diverse backgrounds, aligning with our values of inclusion and equal opportunity. This involves ensuring job descriptions reflect our commitment to diversity and providing training to hiring managers to eliminate bias.

- **Optimised Parental Leave**

Fiducian recognises the importance of supporting employees during significant life events, including parenthood. Our parental leave policies are designed to provide comprehensive support to both primary and secondary caregivers, ensuring they have the time and flexibility to adjust to their new family dynamics. By offering generous parental leave and facilitating an adaptable return to work, we demonstrate our commitment to supporting work-life balance and gender equality within our organisation.

- **Established Hybrid and Flexible Working Arrangements**

Fiducian embraces the benefits of hybrid and flexible working arrangements, recognising that they contribute to employee satisfaction, productivity, and overall wellbeing. Our policies allow employees to work remotely, adjust their schedules as needed, and balance their professional and personal commitments effectively.

- **Annual Remuneration Review**

To ensure fairness and transparency in compensation practices, Fiducian conducts annual assessments of salary benchmarks. This involves comparing salaries within our organisation to external market data to ensure we remain competitive and equitable in our compensation practices. By regularly reviewing and adjusting our salary benchmarks, we demonstrate our commitment to fair and competitive compensation.

Conclusion

Our journey towards gender equality is ongoing, reflecting our dedication to creating a workplace where every employee, irrespective of gender, has equal opportunities to thrive and succeed.