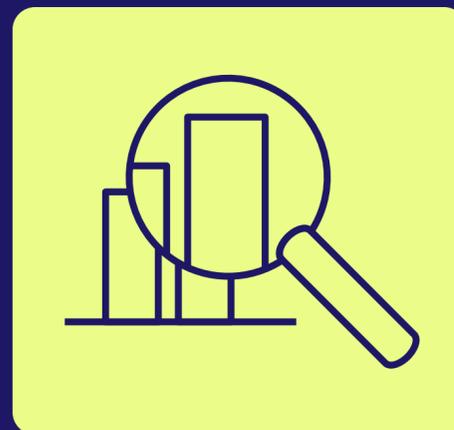# WiseTech Global Gender Pay Gap Report

## WGEA employer statement

FOR THE REPORTING PERIOD 1 APRIL 2023 – 31 MARCH 2024

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# Content

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# About WiseTech Global

WiseTech Global is a leading developer and provider of software solutions to the global logistics industry. We are a "deep tech" company, meaning we create technology solutions based on tangible engineering innovation.

This focus is reflected in our workforce, with two thirds of our Australian-based workforce in technical roles such as software development and product management, rather than the sales or consulting roles often found in the Australian-based workforces of other technology services companies.
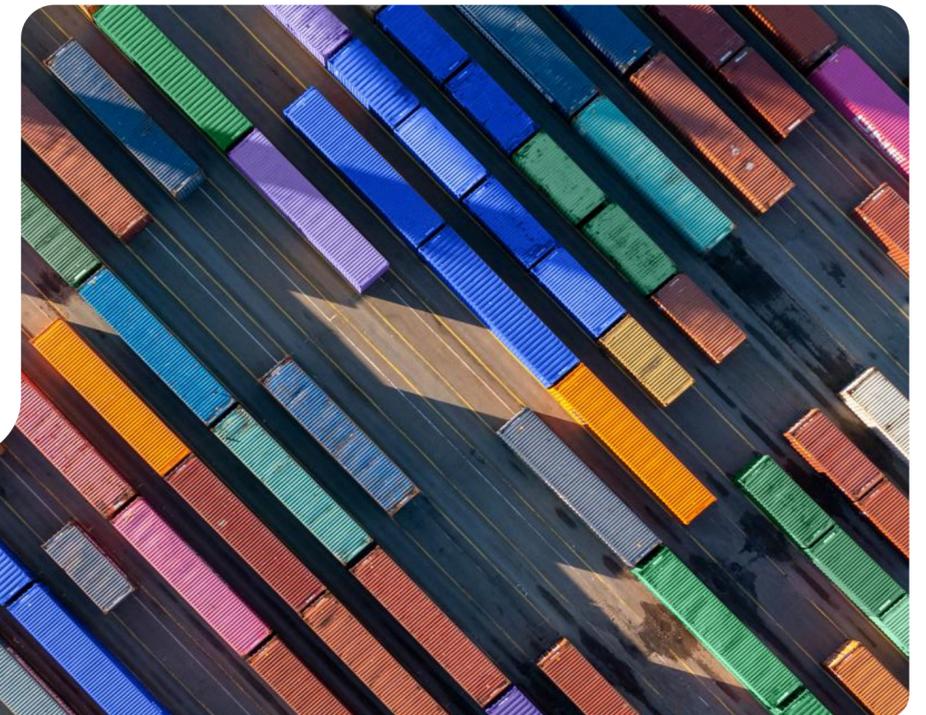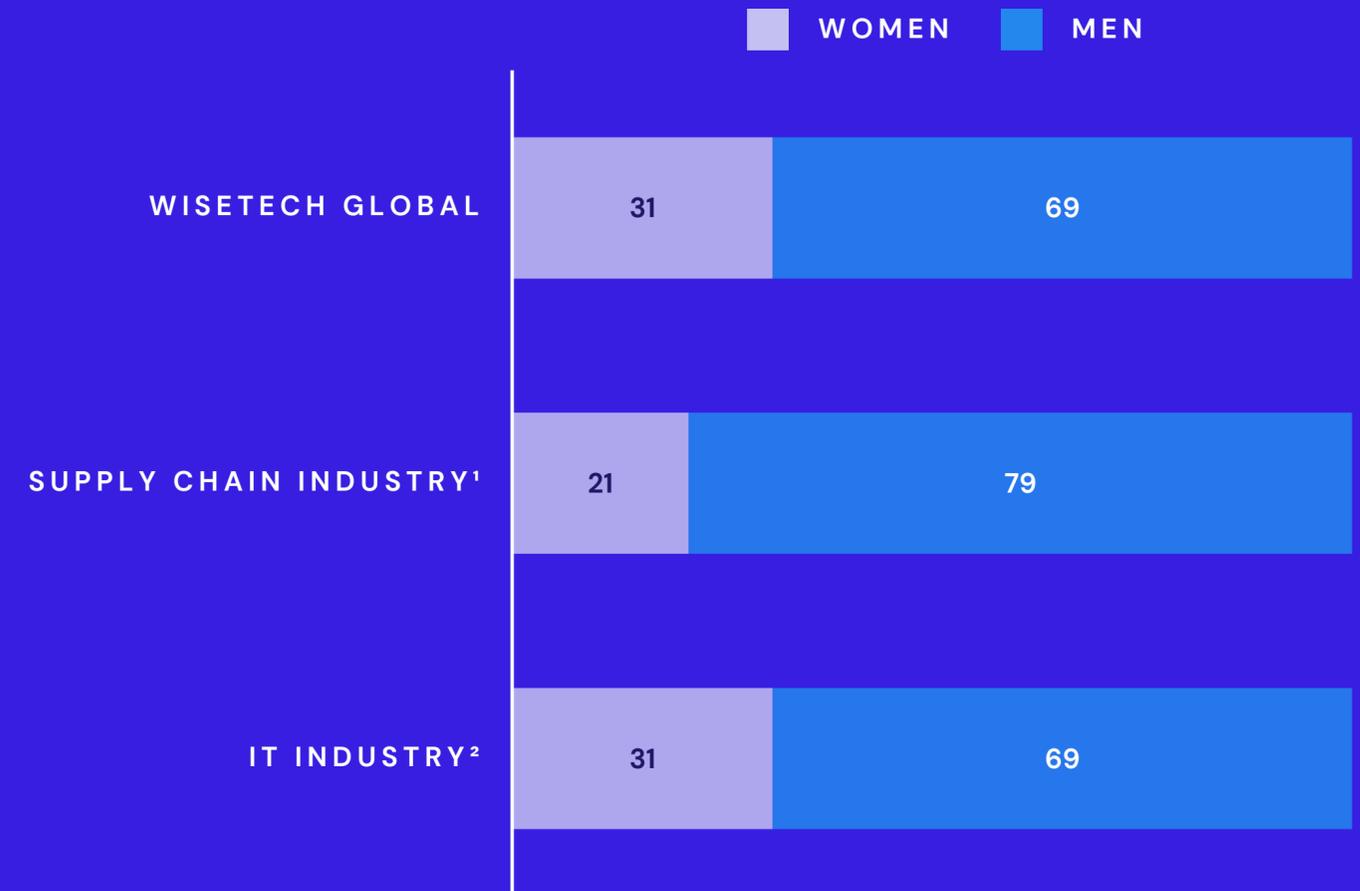
# The challenge

We operate in, and recruit from two key industries, being technology and supply chain, where less women have traditionally participated. Unfortunately, women represent only 21%[1] of the supply chain workforce; and women only held 31%[2] of all occupations within the computer system design and related services WGEA sub-division.

Historically, many more men than women have studied and worked in software engineering which means there are substantially less women available for senior technical roles that attract higher pay today.

**19% computer science graduates are women[3]**

WOMEN    MEN

| | WOMEN | MEN |
|---|---|---|
| WISETECH GLOBAL | 31 | 69 |
| SUPPLY CHAIN INDUSTRY[1] | 21 | 79 |
| IT INDUSTRY[2] | 31 | 69 |

[1] Australian Logistics Council (ALC) – Employment White Paper Submission – November 2022 – Page 5
[2] WGEA data explorer – Industry Results – Division: Professional, scientific, and technical services. Subdivision: computer system design and related services
[3] Australian Government Department of Education, Higher Education Analysis, 2023 computer science undergraduate degree completions

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# Our commitment

We want everyone within the global WiseTech community to feel welcomed and valued. Our 2024 global team member engagement survey found 86% of respondents believe that WiseTech builds teams that are diverse and inclusive, and 87% believe that people of all genders have equal opportunity to succeed here.

We are committed to continuing to close the GPG by improving the gender composition in senior and technical roles over time through a combination of inclusive recruitment, career development and providing a flexible work environment.

In addition, we invest in long term programs designed to tackle the root cause problem of attracting more women into software engineering study and careers.

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# Our global workforce gender composition[4]

**43%**

Board members are women

**31%**

Senior managers are women[5]

**32%**

Global team are women

[4] As at 30 June 2024
[5] Senior managers are determined by assessing the role, scope and responsibilities of managers with reporting level CEO-1 and CEO-2

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# Levers we are using for change:

**40%**

of participants in our Leadership Foundations program were women
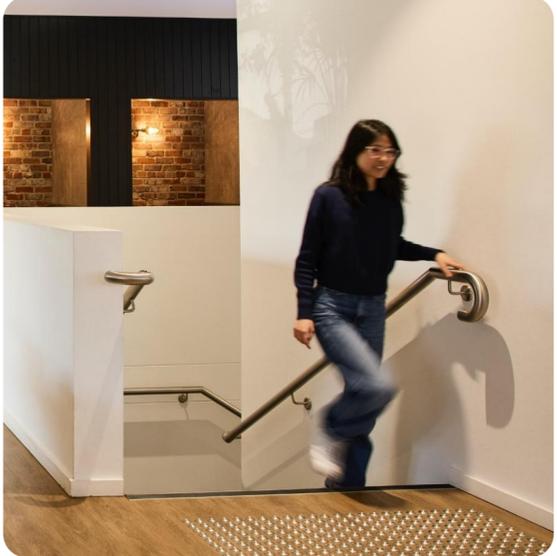


**28%**

of **Earn & Learn** participants are women[6]







**$0.5 million**[7]

additional pay equity adjustments in the global 2024 annual Remuneration review

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# Our WGEA Gender Pay Gap

It is important to understand that Gender Pay Gap (GPG) is different to Gender Pay Equity (GPE). GPG is the difference between the median or average pay of women and men across an organization[8], but it is not a comparison of like roles.

We continued to reduce our GPG over the past four years, decreasing by 4.1 percentage points from 2022–23 to 2023–24[9] for median total remuneration GPG.

| WiseTech's WGEA Gender Pay Gap (GPG)[10] | | | |
|---|---|---|---|
| WGEA reporting year | 2022–23[11] | 2023–24[12] | Change in GPG |
| Base salary | Median: 20.0% | Median: 16.4% | 3.6 percentage points decrease |
| | Not published | Average: 14.6% | – |
| Total remuneration[13] | Median: 24.0% | Median: 19.9% | 4.1 percentage points decrease |
| | Not published | Average: 17.6% | – |

[8] While WiseTech submits data on non-binary team members in its reporting, the data is not yet included while WGEA establishes the baseline level for this new information
[9] The WGEA reporting year 2022–23 is 01 April 2022 to 31 March 2023; and 2023–24 is 01 April 2023 to 31 March 2024
[10] WGEA calculates GPG based on annualized full-time equivalent remuneration for part-time/casual/part-year team members. Per WGEA's methodology, team members who did not receive any payment during the reporting period are excluded. A positive percentage indicates men are paid more than women on average or at the median. A negative percentage indicates women are paid more than men on average or at the median
[11] Prior to 2023–24, WGEA's GPG calculation excluded CEO, Heads of Business (HOB), overseas managers (OSM), and casual managers (CM)
[12] WGEA's GPG calculation for 2023–24 includes CEO, HOB and CM (where submitted) and continues to exclude OSM
[13] Total remuneration includes base salary, superannuation, remuneration equity, overtime, bonuses and other additional payments. The average total remuneration is rounded to the nearest $1,000

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# Australia workforce composition

**AVERAGE TOTAL REMUNERATION**

**TOTAL WORKFORCE**

| Women | Men |
|---|---|
| 31 | 69 |

$185,000

**UPPER QUARTILE**

| Women | Men |
|---|---|
| 20 | 80 |

$307,000

**UPPER MIDDLE QUARTILE**

| Women | Men |
|---|---|
| 23 | 77 |

$189,000

**LOWER MIDDLE QUARTILE**

| Women | Men |
|---|---|
| 36 | 64 |

$148,000

**LOWER QUARTILE**

| Women | Men |
|---|---|
| 47 | 53 |

$98,000

WOMEN    MEN

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# Key actions: long term change via education

We don't accept the status quo and are taking action to accelerate the downward trend in our own GPG, and across the wider tech sector.

We invest in long term initiatives to attract and support more women and non-binary[14] people to enter technology careers. Over time, we expect there will be more women and non-binary[14] people with the experience and expertise to take on more of the high paying senior roles.
It is important to note this is not an overnight change.

Our program of technology education initiatives include our Earn & Learn Program, our relationship with major universities and our own WiseTech Academy.

[14] We acknowledge that language is constantly evolving and recognize that one label or description is not able to capture all gender identities. Our intention is to be as succinct as we can, but inclusive of all. For the purpose of this report, "non-binary" includes non-binary people and those whose gender identity falls outside of the gender binary, people who do not have a gender, or people who opt not to disclose their gender
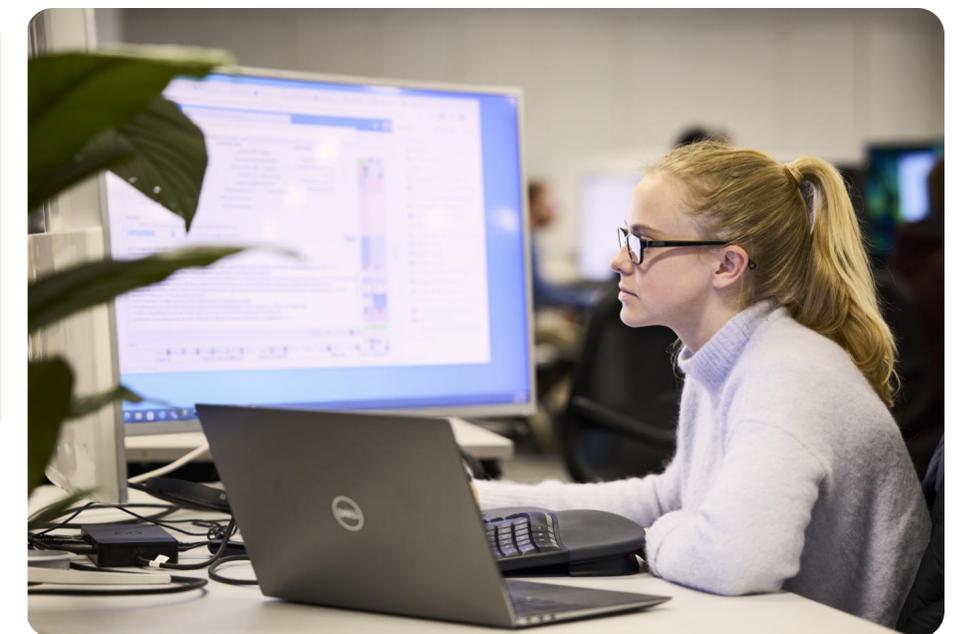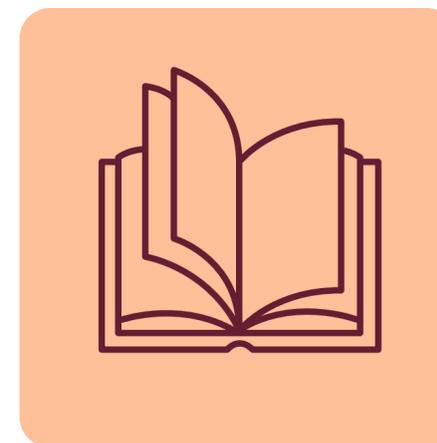
# Earn & Learn

Our Earn & Learn Program, which launched in 2023, enables year 12 high school leavers to embark on and fast track their software engineering career.

It combines theoretical learning at university with applying skills in a real-world environment at WiseTech, leading to the completion of a Bachelor of Computing Science degree in four years, learning a mix of coding skills and important business skills such as communication and teamwork.

"My confidence in this career choice has boomed! It's not just the technical skills gained working alongside senior engineers. The biggest learning is the soft skills: being encouraged to ask questions, seek help, collaborate and eventually help others. While there still aren't many girls in my degree at uni, this on-the-job experience has given me confidence in the future that is open to me."

**Rianna Libdy**
Associate Software Engineer
Earn & Learn Program

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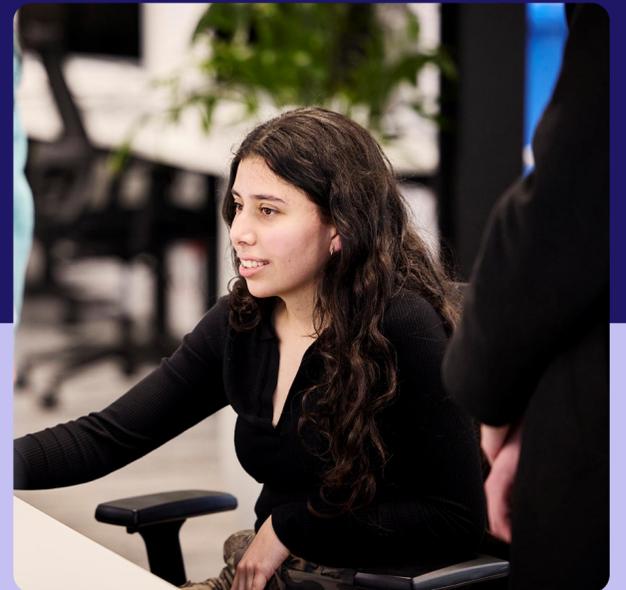
# Encourage teachers to consider software engineering careers for their students

We ran communication campaigns tailored to teachers, parents and students to raise awareness of career opportunities in software engineering and break down assumptions based on gender, neurodiversity or coding experience to encourage a wider range of students to take advantage of the Earn & Learn Program. We launched our Education Quarterly newsletter with tips for gaining coding skills and links to resources. We also ran articles in *Educations Matters* and *Education Review* magazines to help teachers be aware of career options available for their students that they might not be personally familiar with.

# Women in Technology (WIT) society of the University of New South Wales (UNSW)

Our sponsorship supports WIT's 3,900 members via mentoring, competitions and networking, creating a platform for women about to join the IT industry. We also hosted a hackathon for 60 WIT students to generate ideas for increasing high school student coding skills and ran UX workshops for women high school students to encourage interest in STEM.

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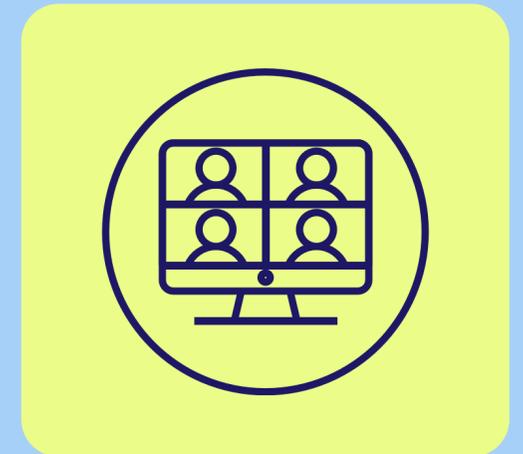
# Key actions: attraction and recruitment

Creating an environment that women and non–binary people[14] want to join

- Offer flexible hybrid work environment.

- Standardized remuneration packages for new hires based on internal levelling, external market benchmarking, and individual skills and capabilities i.e., multiple factors beyond just years of experience.

- To present a diverse range of candidates for senior roles we expanded sourcing channels to access diverse talent pools; proactively sourced candidates through targeted outreach; enhanced interview process to be more flexible and accessible.

- Showcased diverse range of team members of all seniorities and functions as role models for women and non–binary[14] people considering joining the tech industry and WiseTech via web, social and media channels.

- Visited schools to promote our Earn & Learn program and tech careers.
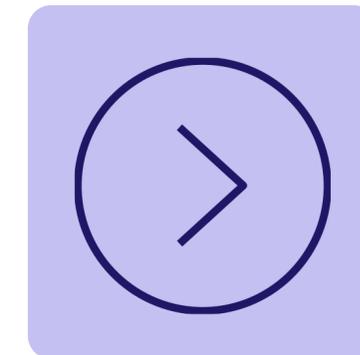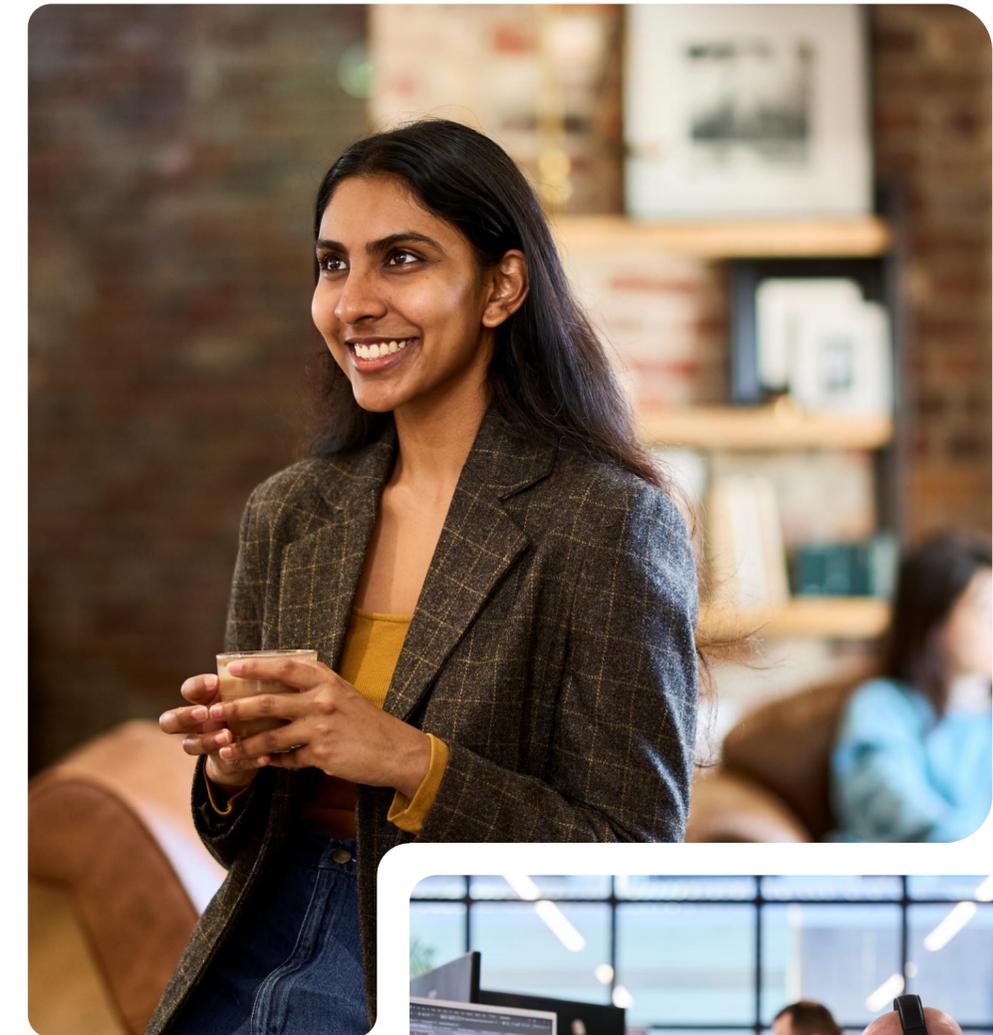
## Next steps
Evolve our program of education partnerships to enable a wider range of school students to experience coding and consider software developer careers.

[14] We acknowledge that language is constantly evolving and recognize that one label or description is not able to capture all gender identities. Our intention is to be as succinct as we can, but inclusive of all. For the purpose of this report, "non-binary" includes non-binary people and those whose gender identity falls outside of the gender binary, people who do not have a gender, or people who opt not to disclose their gender

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# Key actions: retention and development

## Creating an environment that supports gender equality in the workplace

- Earn & Learn program features women mentors to support and inspire Earn & Learn program participants.

- 40% of Leadership Program participants were women in 2024.

- Shared career journeys of senior team members and importance of professional growth during our 2024 Festival of Learning.

- Joined Diversity Council of Australia to access relevant research and guidance.

- Launched Women @ WiseTech team member led groups for networking, professional growth and development.

- Launched a Speak Up platform for team members to communicate confidentially about something they've experienced, seen or heard.

- Mandated managing bias training for all people leaders.

- Ongoing analysis of GPG and GPE with budget allocated to address gaps.

- Ongoing D&I awareness promotions for all team members and leaders.

### Next steps

- Invest in Women @ WiseTech team member groups to identify opportunities to enhance the experiences of women at WiseTech and sponsor and support professional development.

- Consult team members on their experience of psychological safety and feeling safe to speak up and take action.

- Identify and profile leaders who exemplify inclusive leadership behaviors.

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For more information visit
**wisetechglobal.com**

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