

Regional Australia Bank

Gender Pay Gap Employer Statement

Statement of commitment

Regional Australia Bank (RAB) is committed to providing a safe, respectful and inclusive environment for all staff and members. Gender equality remains a focus for our organisation, and although we have made progress and commitments to address and lead change, we acknowledge that work remains to be done. This is particularly important within the regionally focused working environment we operate in and being able to determine what initiatives will help us benefit our people the most across the different reporting categories.

Understanding the Gender Pay Gap (GPG)

Overall, RAB’s GPG improved marginally against 2023 (34% to 33.4%), noting that our comparison group for the same period improved significantly more, from 36.6% to 27.8%. RAB’s workforce composition broadly reflects our industry comparison group, although our non-managers are less balanced when compared to our comparison group. This is also the case for full-time and part-time non-mangers.

RAB’s Board is more balanced than our comparison group: this result was a significant improvement against 2023 (2023: 43W/57M – 2024 57W/43M).

RAB has more women than men overall, women are overrepresented in more junior, and typically lower paid roles. RAB’s gender representation by remuneration quartiles indicates that there are proportionally more women than men in the bottom three quartiles, which is a key driver of our gender pay gap. A key factor of our staffing make up is having positions that are available during school hours to attract regionally based staff to our organisation. While it is acknowledged that the data usually represents part-time and casual engagements as a negative factor, for many of our people, having employment in the small towns in which they live is hugely beneficial.

Table 1: RAB workforce composition by role

Gender composition by role

The following table shows the proportion of women and men in your workforce by manager/non-manager role compared with all employees in your Comparison Group.

	Your workforce		Comparison Group	
	Women	Men	Women	Male
Key Management Personnel (KMPs)	38%	63%	31%	69%
Managers	39%	61%	38%	62%
Non-Managers	72%	28%	57%	43%

Table 2: RAB workforce composition by employment status

Part-time and casual roles are often lower paid. An imbalance in the composition of employees in these roles can be a significant driver of the gender pay gap.

The following table shows the proportion of women and men who work full-time, part-time and casually in your organisation compared with all employees in your Comparison Group.

	Your workforce				Comparison Group			
	Women manager	Men manager	Women non-manager	Men non-manager	Women manager	Men manager	Women non-manager	Men non-manager
Full-time	88%	97%	55%	88%	92%	99%	80%	97%
Part-time	13%	3%	44%	10%	8%	1%	18%	2%
Casual	0%	0%	1%	1%	0%	0%	1%	1%

Table 3: RAB's Gender composition of the governing board

Gender composition of governing body

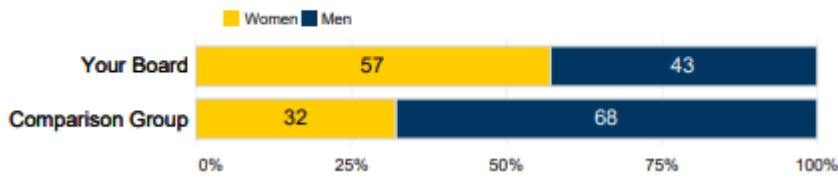
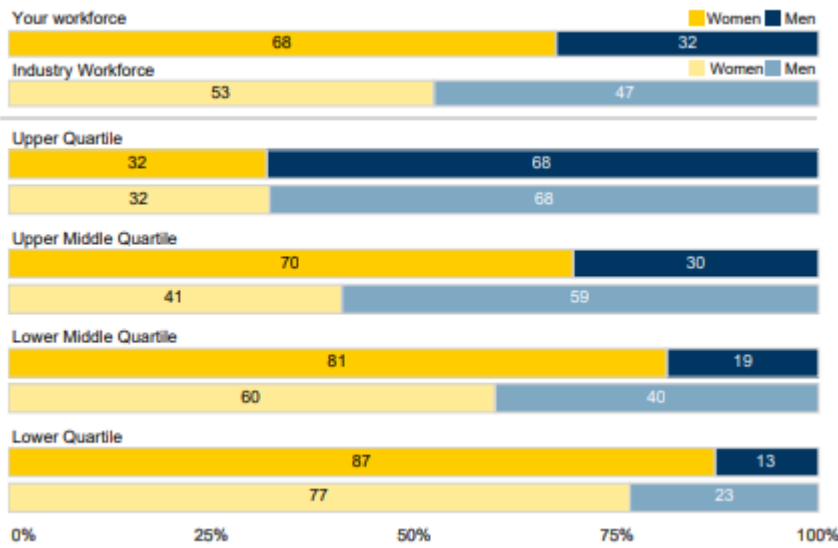


Table 4: Gender composition by pay quartile



Actions and strategies

Our Diversity, Equity and Inclusion Strategy is key to enabling our commitment to providing a safe respectful and inclusive environment. Since our 2023 Report, RAB delivered a number of initiatives aligned with our commitment to gender pay equality, including:

- the introduction of paid parental leave (PPL), with superannuation paid on PPL. Since the release of the Bank's 2024 report, we have further expanded our paid parental leave for primary carers (now aligns with our comparison group), as well as secondary carers.
- increased focus on inclusive recruitment practices and unconscious bias training.
- the design and delivery of our Respect@RAB Program; delivering a range of initiatives aligned with the Respect@Work Good Practice Indicators.

- the provision of greater flexible working arrangements supporting staff with family or caring responsibilities.

While we acknowledge that we have more work to do, we are continuing to systematically review our gender pay gap and deliver a suite of initiatives across 2024-2025, which focus on:

- Operationalising our Respect and Inclusion programs.
- Continuing to focus on increasing awareness and building capability – building a collective knowledge and capacity across RAB.
- Continuing to build a culture of care, respect and belonging for all (prevention and response to sexual harassment, promoting respect in the workplace, and further enhancement of our flexible workplace practices, including reasonable workplace adjustments.
- Strengthening governance and reporting, providing updates on progress and reviewing activities and practices to ensure they are delivering on our expectations to achieve gender parity.

We are taking proactive and systemic actions that will enable us to deliver measurable progress to improve our Gender Pay Gap (GPG).