

## Gender Pay Gap Employer Statement

**February 2024**

At Hume Bank we strive to ensure a purpose-led, diverse, inclusive and empathetic culture where our people feel confident to bring their best selves to work every day. Our vision for gender equality encompasses an overarching commitment to advancing equal opportunities, rights and responsibilities irrespective of gender. As a matter of principle, two people doing the same role (all else being equal) will be paid the same.

We have been proactively moving towards a greater balance of gender equality across roles at Hume Bank over the past five years. This focus has achieved success at our Board and Executive levels, where the split of female to male ratio is 50/50. Hume Bank currently comprises approximately 70% female and 30% male employees.

Our gender pay gap also shows positive progress over the past three years. This is an area of specific intentional activity across our employee attraction, development, and retention strategies.

At Hume Bank our employees are not paid differently based on their gender. Nevertheless, we have a legacy gender pay gap issue to address. Hume Bank has historically recruited a disproportionate number of females in our entry level, part-time, administrative, and junior roles. Addressing this imbalance is an area of strategic focus and we are working on attracting more men into these roles whilst ensuring we also recruit more women into higher paying senior roles. These activities are helping us to progress towards greater gender pay equity.

Hume Bank's positive action plan includes embedding a culture of gender and pay equity in our organisation, continued training in gender equity, undertaking workplace gender reviews, collecting and analysing gender data to inform decision making, creating equitable pathways for career development and leadership, building capability and capacity related to gender equity and creating a safe, empowering and inclusive culture.

Our goal is to eliminate any immediate structural barriers to gender pay equity whilst reinforcing activities that contribute to our broader goals of equity, diversity and inclusion. We aim to provide equitable opportunities for all our employees as they either commence or continue their banking career at Hume Bank.