

# Gender Pay Gap Employer Statement

## Our commitment to gender equality

At Hume Bank, we are committed to championing gender equality and creating an inclusive, equitable culture. We do this because it is fundamental to our purpose, identity and vision, all of which are grounded in providing equal opportunities, rights and responsibilities of all.

We know that when barriers to a more equitable workplace are removed, we unlock the power of diversity of thinking, skills, experience, genders, backgrounds, orientations and abilities. This fosters an inclusive environment where we can listen, learn and collaborate to create truly innovative solutions and deliver exceptional results for our communities, customers and people.

## The gender pay gap

Each year the Workplace Gender Equality Agency (WGEA) publishes information on the gender pay gap across organisations that report to WGEA. The data that WGEA publishes does not cover equal pay for like-for-like or comparable roles within organisations.

Our average organisation-wide gender pay gap has improved across the board. This trend has been consistent for the past four years, resulting in our lowest-ever average gender pay gap in 2024 down 4% to 30%.

At Hume Bank, gender does not determine pay. Our organisation-wide gender pay gap can be explained by the composition of our workforce, specifically, by the large number of women in branch, administrative and business operational roles. When we compare the salaries of our people performing in these roles to salaries across the bank, a clear gender pay gap emerges.

However, when we consider like-for-like roles the gender pay is significantly absent. This means that all genders performing in the same or similar roles are paid within the same range.

## How we're addressing the gender pay gap

Addressing the gender pay gap has been a focus for Hume bank for many years and is an integral part of our Diversity and Inclusion strategy. Our programs have made significant strides in advancing gender equality across all levels of our organisation. Our efforts have resulted in women representing half of the members on our Board and Executive Committee and have done so since 2023.

Our current workforce comprises approximately 70% women and 30% men. In recent years we've increased the number of women promoted into senior roles across locations and lines of business. We're passionate about empowering women and will continue to invest in developing female talent pathways and provide tailored support to our emerging female leaders.

We know there is still work to be done. Our ongoing plans focus on driving further gender equity by committing to providing sustainable ways of working to enable equality of access and embedding a culture of gender and pay equity in our organization.

Our programs include providing support and flexibility for caregivers, continued training in gender equity, monitoring and analysing data to hold ourselves accountable and inform decision making, creating equitable career development and leadership pathways, building gender equity capability and creating a safe, empowering and inclusive culture.

We understand that removing all barriers to a more equitable workplace will take time. We believe that everyone should have equitable access opportunities regardless of gender. This is a fundamental human right.