

GENDER PAY GAP STATEMENT 2022-2023 REPORTING PERIOD

Our commitment to diversity, equity and inclusion

February 2024

FOREWORD



At Protiviti Pty Ltd ("Protiviti" or "Company"), people are at the heart of what we do. We are committed to attracting and developing a diverse workforce of professionals who reflect the communities and clients we serve and who share Protiviti's values of integrity, inclusion, innovation, and commitment to success. We believe creating an equitable work environment empowers people to feel valued and respected, feel a sense of belonging, and flourish in their careers.

Over the past few years, we have taken a number of impactful steps to support a balance and equitable workforce including:

1	Driving gender parity in our graduate recruitment activities which helps fill our pipeline of diverse talent.
2	Completing a thorough analysis, as part of our performance management, promotion and compensation processes, to identify any biases and review trends in proposed outcomes.
3	Defining pay bands at each career level, benchmarked against the external market, to help ensure equitable pay within defined ranges for both newly hired and existing employees.
4	Consistently evaluating our processes and policies and actively seeking ways to enhance benefits that promote equitable practices for all our employees. Our commitment to ongoing improvement in this area ensures an inclusive and supportive environment and this is seen through the introduction of our gender-neutral paid parental leave policy, return to work transition support, and flexible work policy.
5	Establishing governance to review all new hire offers made by the Company, with offers assessed by the Human Resource Manager and gaining approvals from the Country Market Lead (CML), and monitoring parity of pay amongst those currently in role and aligned with our benchmarking data.

The data represented in this gender pay gap report provides valuable information and insights into the areas in which we have an opportunity to bridge the gap. We are committed to taking necessary action to drive these improvements and create an environment that drives gender parity and enables everyone to thrive.



Lauren Brown
Managing Director & Country
Market Lead



Susan Haseley
Chief of ESG & DEI



Chantelle Salas
Senior HR Manager

OUR GENDER DEMOGRAPHIC

Our overall gender split for this reporting period was comprised of 53% male and 47% female employees. Gender equity has been at the forefront of our Australian Practice over the past few years. Our efforts towards this has been reflected in the gender parity split within our Consultant to Director group which has a gender split of 51% of males and 49% of females within our workforce.

This gender split is a result of our efforts to ensure we maintain positive recruitment practices. Importantly, holding our leaders to account with clear gender parity and Diversity, Equity, and Inclusion (DEI) metrics which they are measured against in their goals.

As we continue to focus our efforts on implementing practices and initiatives that work towards closing our median gender pay gap. We are seeing a positive trend and impact of our work in this space. This is reflected in the improvement in our median base and median total remuneration pay gap decreasing by 3% over the prior years.

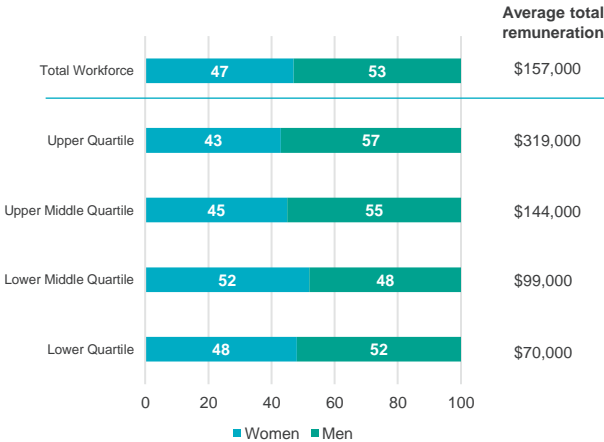
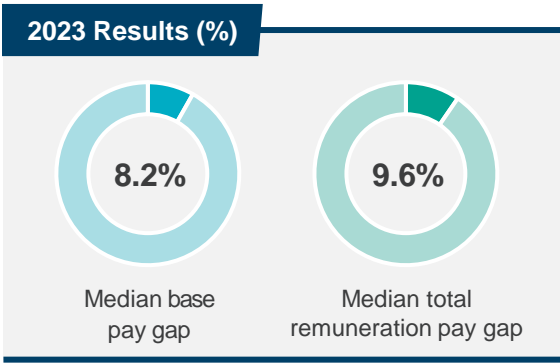
OUR RESPONSE TO GENDER PAY GAP

At Protiviti, all permanent and fixed-term employees are eligible to participate in our bonus plan. During the reporting year, 89% of women in our business received a bonus, which is the same percentage as men. This demonstrates the consistency with the assessment eligibility criteria and equitable practices across both demographics.

The slight increase in the median pay gap for the total remuneration compared to base pay gap is reflective of the greater proportion of males we have in executive positions, including multiple within global leadership roles, which in turn contributes to the bonus gap.

We do however recognise the higher number of men in the upper quartile where our more senior positions typically fall. We recognise this is our greatest area of opportunity. We are dedicated to nurturing a robust talent pipeline, and we're beginning to see the positive effects of our efforts especially with a rising representation of women in senior leadership positions.

We have a number of initiatives focused on enhancing the attraction, retention, development and leadership paths in our diverse workforce. Our continued investment towards supporting women's promotion and progression into these senior positions includes providing professional development by ensuring all women have access to foundational career training resources, forming a strategic external partnership with Women in Banking and Finance to expand our women's access to career advancement education, insights and networking opportunities.



WHAT WE HAVE DONE SO FAR

Policy reviews	We increased our gender-neutral Paid Parental Leave up to 22 weeks, with paid support to enable staff to return part-time and be paid full-time. We continue to make superannuation payments for the first twelve months of parental leave on both paid and unpaid components and enhanced the flexibility of our Parental Leave policy to allow our people to decide how they will take the parental leave that best suits their family.
Hybrid choice	Our hybrid working environment is centred around four key concepts: empowerment, trust, value and purpose, and flexibility. We trust and empower our employees to make decisions on where and how to work, which enables them to create valuable outcomes for our people, clients, organisation, and culture. We recognise the importance of giving our employees choice and flexibility, and this helps us attract and retain a gender equitable talent pool. In addition, we have seen an increase in our workforce engaging flexibly to accommodate caring and other responsibilities especially our employees in leadership roles.
Attraction	We aim to have an equal gender split in our talent pool to encourage a diverse mix of people represented throughout the interview process. In the twelve months leading into this reporting period, 46% of all hires were female, of which 67% of hires in senior leadership roles were female. We believe one of the key foundations to ensuring we have a balanced and equal talent pool is maintaining a 50:50 gender parity of graduate offers. We achieved a 46% female and 54% male split at the offer stage for the 2023 cohort group.

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Each of us has a responsibility in addressing the gender pay gap. As leaders, it's imperative that we consistently take intentional steps to foster genuine gender equality. By fostering collaboration at both national and global levels, we can all reap the rewards of a richly diverse workforce.



Lauren Brown

Managing Director &
Country Market Lead

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