



Gender Diversity Statement

Overall Approach

The Old Woolstore Apartment Hotel is committed to fostering an equitable and inclusive workplace where all individuals are valued and fairly compensated. We aim to provide equal opportunities to all employees regardless of gender or sex, including for career growth and promotion, education and training and development opportunities. We engage in a merit-based recruitment and appointment process that values diversity and inclusion, in recognition that greater diversity can bring greater productivity, employee engagement, enhanced innovation and increased creativity in the workplace.

Organisational Context

The Old Woolstore is an accommodation provider in the hospitality sector with, at the time of reporting, 134 employees across multiple departments including housekeeping, food and beverage, front desk, sales and marketing, maintenance, finance and administration. We have a diverse workforce with differing needs, backgrounds, and experiences.

The majority of our workforce is female. At the time of reporting, our workforce was comprised of 99 female employees (approximately 74%) and 35 male employees (approximately 26%). The largest single portion of our workforce are room attendants in the housekeeping department, predominantly female and largely casual or permanent part-time. The majority of our employees are paid award rates under the Hospitality Industry (General) Award 2020 (HIGA), which sets rates of pay based on role, duties, and responsibilities. These include roles such as laundry attendants, food and beverage workers, kitchen attendants, chefs, and front desk/reception staff, all meeting varying classifications under the HIGA. Female employees at our organisation are more likely to be in permanent part-time or casual roles, which can affect the gender pay gap, and this reflects societal

trends more broadly wherein women are twice as likely as men to be working part-time and casually from age 35. For employees under other agreements, remuneration is based on the role, comparable market rates, and the candidate's unique qualifications, skills, and experience. These include employees in senior leadership roles, along with specialists in sales, marketing, finance, payroll, and information technology. Gender or sex are never a consideration when setting remuneration or during the recruitment process.

Drivers

Our mean (average) gender pay gap is 4.3% meaning that on average men in our organisation are paid more than women. The mean, or average, is calculated by summing all values in a dataset and dividing it by the total number of values. For this reason, mean results can be sensitive to outliers or extremes in a dataset such as very senior roles in an organisation. When looking at this percentage, it is important to consider that this is largely driven by men occupying more senior/key management personnel roles and such roles generally attracting higher remuneration. Our management team is comprised of 70% men and 30% women. Our organisation recognises the importance and value of diverse leadership and is committed to inclusive hiring and promotion practices to engage more women in leadership roles.

Our median gender pay gap is -1.4%. The median is calculated by taking the middle value in a dataset when all values are arranged in ascending or descending order. The median is less sensitive to extreme values or outliers in a dataset and can provide a broader picture of a dataset, illuminating different aspects of the data. The median can show a better picture of the *typical* earnings of each gender group, and by this metric, women are paid slightly more than men in our organisation. Our gender pay gap is lower than the industry comparison, both in mean total remuneration and median total remuneration (the industry figures are 5.3% and 3.5% respectively). It should also be noted that the Workplace Gender Equality Agency considers a gender pay gap of 5% in favour of either men or women to be neutral.

Actions and Strategies

The Old Woolstore Apartment Hotel is committed to minimising gender pay gaps where possible.

We are committed to diversity and inclusion by fostering a culture that supports and respects the value of all employees, regardless of gender. One of our challenges has been recruiting and retaining women in leadership positions due to the specialist nature of such roles and a generally small recruitment market in our location. To address this, we have allowed for more flexibility in leadership roles wherever possible, such as considering flexible working arrangements or other adjustments, which are statistically more likely to appeal to women. We are also committed to training and development opportunities for all employees, irrespective of gender.

On behalf of our owners and management, I personally commit us to do all we can to ensure that we close our gender pay gap.

Yours sincerely,

A handwritten signature in blue ink that reads "Ben Targett". The signature is written in a cursive, flowing style.

Ben Targett
Chief Executive Officer
The Old Woolstore Apartment Hotel