

# GENDER PAY GAP EMPLOYER STATEMENT

The Workplace Gender Equality Agency (WGEA) annually calculates the gender pay gap for participating companies across the country. The gender pay gap indicates the disparity in earnings between men and women across all levels of an organisation. It highlights systemic imbalances in compensation, influenced by factors including gender bias, occupational segregation, and limited avenues for career progression.

Arrotex is dedicated to fostering an environment of equality for all employees, where decisions regarding employment are made impartially and equitably, ensuring fairness for all. As part of our ongoing commitment to work towards gender pay equity, over the past 3 years, Arrotex is proud to have significantly reduced the gender pay gap median base salary from 27.5% to 6.8% and the median total remuneration gap from 27.5% to 12.3%.

The Arrotex Diversity and Inclusion policy outlines how our people leaders apply gender equity principles across the employee lifecycle to enable us to achieve gender equity at all levels of the organisation. Ongoing reviews highlight Arrotex's dedication to continual progress in achieving gender parity through analysing remuneration, promotion and appointment data, processes, and policy to understand and further address gender pay gaps.

# Gender Pay Gap Employer Statement

The Workplace Gender Equality Agency (WGEA) annually calculates the gender pay gap for participating companies across the country. The gender pay gap indicates the disparity in earnings between men and women across all levels of an organisation. It highlights systemic imbalances in compensation, influenced by factors including gender bias, occupational segregation, and limited avenues for career progression.

Independent Pharmacies of Australia Group is dedicated to fostering an environment of equality for all employees, where decisions regarding employment are made impartially and equitably, ensuring fairness for all. We acknowledge the importance of bridging the gender pay gap, while recognising that there are currently areas of improvement within our business. Reducing the gender pay gap is a priority, to establish significant improvement for the 2023/24 financial year.

Independent Pharmacies of Australia Group Diversity and Inclusion policy outlines how our people leaders apply gender equity principles across the employee lifecycle to enable us to achieve gender equity at all levels of the organisation. As we strive for more equitable outcomes, Independent Pharmacies of Australia Group will remain focused on continuing development in this area through analysing remuneration, promotion and appointment data and processes to understand and address gender pay gaps.

