

Gender Equality Employer Statement 2024



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Acknowledgment of country

Jumbo would like to acknowledge the Turrbal and Yuggara People, the traditional custodians of the land on which our global business was founded. We pay our respects to elders past and present, the keepers and storytellers of First Nations customs and culture.

Across the seas, we would also like to acknowledge the Blackfoot Confederacy, including the Siksika, Piikani and Kainai Nations; the Stoney-Nakoda Nation; and the Tsuut'ina Nation, upon whose land our subsidiary, Stride Management Corp, operates.

Jumbo commissioned this digital artwork by Aboriginal and Torres Strait Islander artist Chad Briggs.



Jumbo is committed to closing the gender pay gap, committing to Hesta's 40:40 Vision and proudly improving upon our average total remuneration gap. Whilst the Workplace Gender Equality Agency calculates gender pay gap (GPG) at an organisational level, Jumbo utilises Aon Hewitt's global rewards benchmarking platform to internally benchmark our roles and ensure we are achieving pay parity – a true difference of 1.6%. These details are explored further on in this statement.

Focusing on the WGEA method, in 2020 on average, men were paid 22.6% more than women. In 2023, men were paid 12.6% on average more than women – a significant gap-decrease of 10%. Jumbo has built policies and drives initiatives to support our commitment to actively closing the gender pay gap.

Such initiatives include the introduction of bias training for line managers, trialling blind-CV screening in our recruitment process, utilising software to remove bias in our job-advertisement wording, and increasing mentorship and development opportunities for women in our business. These are in addition to our long-standing annual review processes that seek to remunerate our people equitably.

Our gender pay gap & organisational context

Our gender pay gap data encompassed 177 employees who were employed by Jumbo for the 2022–2023 period. This data looks at our Australian workforce only, and does not include our subsidiary businesses in the United Kingdom and Canada.

During the 2022–2023 period our workforce included 34% women, and 66% men, with an average total remuneration of \$116,000.00. It's important to note that WGEA chooses to exclude the salary data for Executive Key Management Personnel.

Our gender pay gap over time (table 1) has steadily decreased and, pleasingly, we are industry leaders in many factors when compared against organisations of a similar size and product/service offering (employee headcount >250 employees).

Table 1.

All employees	2020–21	2021–22	2022–23	Industry median 2022–23	Delta
Median total remuneration gap	22.6%	22.2%	12.6%	26.1%	13.5%
Median base salary	22.6%	22.1%	11.8%	24.8%	13%

Industry benchmarking

Equitable advancement is something we are proud of at Jumbo. Our appointments to management sits above the industry-average when it comes to women in non-KMP leadership roles which, in consideration of our heavily male-dominated workforce, is a very pleasing result. Furthermore, our governing Board has achieved a true balance between the representation of men and women.

While these are favourable numbers, Jumbo recognises that there is still ample room for improvement to get to a 50:50 split, particularly in developing and appointing women into Key Management Personnel roles. Table 2 represents the composition of Jumbo's gender diversity within our leadership levels, compared against other businesses of similar size (<250) in the software industry.

Table 2.

	Gender	Jumbo %	Industry %	Delta
Women on Boards & Governing Bodies	Women	50%	27.7%	27.7%
Men on Boards & Governing Bodies	Men	50%	77.3%	
Women in KMP	Women	25%	31.2%	6.2%
Men in KMP	Men	75%	68.8%	
Women in leadership	Women	40%	37.9%	2.1%
Men in leadership	Men	60%	62.1%	
Women appointed into leadership	Women	45%	44.2%	0.8%
Men appointed into leadership	Men	55%	55.8%	

Gender pay gap drivers

There are a few factors that contribute to our gender pay gap at Jumbo. Firstly, in our Australian business, our workforce is made up of 66% men and 34% women. As outlined in the section above, our leadership follows a similar pattern at 60% men, and 40% women. Leadership roles that hold responsibility over departmental outcomes or people leadership are awarded a higher salary due to the additional expectation of management capability.

This gap is further explained when you look at the high proportion of men in specialist or technical roles, such as Quality Assistance Engineer, Data Analyst, Growth Marketer, Engineer, Engineering Manager, and Principal Engineering/Product Manager. Such roles typically attract a higher salary due to the demand in this skillset. Of our STEM cohort, 89% of our team members are men.

Jumbo recognises that this is an area of opportunity to improve upon and will continue to lean on industry partners and DEIB experts to increase the number of women in our Engineering, Product, and Growth departments.

Jumbo's gender equality commitment

As part of our DEIB commitment, Jumbo has undertaken a review of our policies, processes and practices, to encourage transparent and fair pay equity. We have rigorous practices in place to review our gender pay equity, including:

- ✓ Investment in Aon's global rewards benchmarking tool, Radford Network. This tool provides us with access to compensation surveys, enabling us to benchmark base salaries, incentives, benefits and more, against like-for-like companies in Australia, the UK and Canada;
- ✓ Annual benchmarking exercise to compare our people's remuneration with the relevant market, including an analysis at the point of recruitment for all new and replacement positions; and
- ✓ Annual pay gap analysis to determine equitable pay regardless of gender in similar roles.

To calculate gender pay equity, an employee's remuneration level is assessed against other employees performing the same role in the same country, taking into account key criteria to determine the level of competence and experience in areas such as knowledge and application, complexity and problem solving, and collaboration and interaction. For our business, it is important to consider gender pay equity across technical and non-technical roles.

Our DEIB vision is at the heart of everything we do. All team members have an equal voice and opportunity to thrive. We foster a safe environment where our unique perspectives are celebrated, valued, and truly included, and we can bring our authentic selves to work.