

WGEA Employer Statement

Australian-owned and operated since 2006, with offices in Sydney and Canberra, our award-winning expertise lies in connecting top talent with Government and private sector clients nationwide.

Statement

Whizdom is committed to promoting gender equality and diversity in the workplace and recognise the importance of fostering an inclusive and equitable work environment for all employees. We are dedicated to reducing the gender pay gap where we can, through targeted initiatives and continuous improvement.

Gender Pay Gap (GPG) Outline

Program: 2023-24 Gender Equality Reporting

Number of Employees: 221

Whizdom are proud to report a significant reduction in our gender pay gap over the past two years. Our efforts have resulted in the following improvements:

All employees	2022-23	2023-24
Average (mean) total remuneration	48.3%	35.3%
Median total remuneration	58.8%	48.4%
Average (mean) base salary	49.9%	36.9%
Median base salary	63.1%	48.4%

Contributing Factors to Gender Pay Gap

Whizdom provide skilled professional contractors to clients via casual agreements. Our commitment to inclusivity extends to our casual employees, who are integral members of our workforce.

It is essential to note that as per the WGEA Reporting Executive Summary, workforce composition by employment status can be a driver of the gender pay gap:

	Permanent		Contractor
	Full-time	Part-time	Casual
Female	18 (74%)	6 (100%)	35 (18%)
Male	6 (26%)		155 (82%)

This gap primarily stems from the composition of our casual workforce, where the majority are men performing technical roles in ICT. While we strive to promote gender diversity and equity in our hiring processes, the nature of the labour hire model means the client holds control over the hiring of casual employees.

We remain dedicated to fostering an environment of inclusivity and equal opportunity for all employees, both permanent and casual. We recognise the importance of ongoing dialogue and collaboration with employees, contractors, clients, and all other stakeholders and encourage and promote inclusive business practices.

Closing the Gender Pay Gap

Our Words of Whizdom events have been instrumental in promoting gender equality and empowering women in the workplace. By focusing on themes such as mentorship, upskilling, and training these events provide a platform for influential women leaders to share their experiences and insights, fostering an environment of support and empowerment.

The intimate setting encourages open dialogue and networking, allowing attendees to build valuable connections and gain perspective that can influence their professional environments.

May 2024: The Importance of Mentoring - This event not only underscored the importance of mentorship but also facilitated valuable networking opportunities, positioning Whizdom as a key supporter of women in the industry.

November 2024: Supporting Women by Knowledge sharing, Upskilling, and further Education - The event encouraged open discussions on how continuous learning can empower women to stay competitive and seize new opportunities.

Whizdom's inclusive business practices include:

1. **Equitable Processes and Procedures:** Our operations reflect fair and un-bias processes, built in collaboration with our employees, and where appropriate contractors, clients, and all other stakeholders.
2. **Commitment to Compliance:** The heart of our commitment to compliance and quality is Whizdom's ISO 9001 certification, which exemplifies our dedication to continuous improvement and quality management. ISO 9001 sets criteria for an effective quality management system, emphasizing process efficiency and customer satisfaction. It ensures our services consistently meet client expectations and regulatory requirements.
3. **Industry Partnerships and Accreditation:** Whizdom is a member of the Association of Professional Staffing Companies (APSCo) and our Managing Director, John McCluskey is a member of the APSCo board. We are financial members of the Recruitment & Consulting Services Association (RCSA) and are bound by the Code of Conduct set out by both organisations. Our Chief Operating Officer, Kay Eriksson is a graduate of the Australian Institute of Company Directors.
4. **Support for Diversity and Inclusion:** Collaboration with our employees resulted in a Diversity and Inclusion Policy and Statement, which when read in conjunction with our EEO policy, outline Whizdom's commitments to equal opportunities and the positive impact on the company culture.
5. **Flexible Work Arrangements:** We recognise the importance of flexible work arrangements in supporting work-life balance and accommodating the diverse needs of our employees. We offer flexible work arrangements to help employees balance their professional and personal responsibilities.
6. **Training and Development:** We provide training and development opportunities to support the career advancement of all employees. We offer mentoring, leadership development initiatives, and skills training and have appointed a training coordinator to ensure consistency and support employees reach their full potential.
7. **Reporting and Accountability:** We are committed to transparency and accountability in our efforts to promote gender equality. Our executive team monitor our gender diversity metrics and ensure representation in leadership roles: 50% Executive level, 50% Management level.
8. **Continuous improvement:** We are committed to continuous improvement in our gender equality efforts. We have implemented an unbiased feedback process to regularly survey

our contractors and clients for feedback. We review and update our policies and procedures to ensure alignment with best practices to address any areas for improvement.

Whizdom believe diversity and inclusion are essential for driving innovation, fostering creativity, and achieving business success. We remain dedicated to advancing gender equality in our workplace and invite all stakeholders to join us in this important journey.