

Gender pay equity at Steadfast Group

2025



At Steadfast, we strongly promote the insurance industry as an inclusive workplace for all our people because it is a better environment for people to work in and creates a broader range of skills.

We promote gender equality through various initiatives within Steadfast and the broader insurance industry. We support this in several ways by removing barriers to career and pay equity, with a strong focus on building gender-diverse leadership bench strength within our business and thus, the broader industry.

While we acknowledge there is always more work to be done, our policies, initiatives and actions demonstrate we are moving in the right direction. As such in 2025, we will introduce more robust succession planning to strengthen our pipeline for future leaders.

Steadfast gender equity gap results

Our key statistics regarding gender pay equity are:

16.7% the Steadfast median wage gap, compared to 27.4% for our comparison group

54% of our managers are female, this is a significant year-on-year increase from 46%



we have more females in managerial positions compared to our comparison group

0.6% the gender pay gap of our non-managerial roles is almost at parity

Our female leadership numbers are:

28.6%
of senior leaders
are female

62.5%
of middle management
are female

66.6%
of junior management
are female

Gender equity indicators

Steadfast's solid commitment to gender equity includes several strategies and policies that address each of the six indicators set out by the Workplace Gender Equality Agency (WGEA).

The following is a snapshot of our work to support gender equality in the Steadfast workplace.



Our workforce composition

- 54% of leaders are female.
- We have transparent recruitment practices and training to remove bias from the selection process.
- We are proud to have achieved accreditation as a Female Employer of Choice, a top 100 female employer.
- We are a certified Family Friendly Workplace and provide access to our Work+Family hub supporting all employees to thrive at work and at home.
- We are WORK 180 endorsed - a platform that helps women find employers who support their careers.
- We provide female-specific leadership training and support for technical training in STEM roles, including the Aspire Program. This is a year-long development program specifically tailored to female insurance professionals who want to become future business leaders.
- We sponsor many business diversity initiatives such as Champions for Change, Apopela, Women in Insurance, Dive In, Bandu and the Young Insurance Professionals to attract and retain females at Steadfast.



Equal remuneration between men and women

- We have transparent remuneration policies and frameworks available for all employees to view via our intranet.
- We benchmark our remuneration annually to external salary data.
- We conduct pay reviews for internal movements and promotions to ensure any gender pay gaps are continuously addressed.
- We conduct regular audits of our remuneration review processes to ensure remuneration parity.
- Processes are embedded in the remuneration frameworks to identify any gender pay gaps for like-for-like roles.



Gender composition of our governing body

- We are proud to have 38% female representation on the Steadfast Board. Whereas the female representation comparison group is 17% on average.



Employment Terms and Conditions

- We have flexible working and hybrid working available to all employees.
- We have paid parental leave of 12 weeks, including superannuation paid for 12 months.
- We provide transparent and regular Board reporting on gender diversity and track key gender statistics.



Consultation with employees on issues impacting gender diversity

- Our annual report discloses information on diversity including gender diversity.
- We conduct a biannual survey of all our employees to gather feedback on diversity, including gender.
- We receive consultation regarding the implementation of initiatives to address gender issues.
- We gather feedback from our Diversity, Equity and Inclusion Committee, and provide them with information on our policies, practices and key diversity information.



Harassment on the grounds of sex or discrimination

- We conduct annual training and education sexual harassment to help people understand what it is and what it is not.
- Our Managing Director & CEO provides regular open and transparent communications to our employees about appropriate behaviours.
- We provide easy access to our policies and grievance procedures for reporting sexual harassment.
- We provide transparent Board reporting on workplace relations matters, including grievances that may relate to sexual harassment matters.

Narrowing the gender pay gap

At Steadfast, our success is highly dependent on our people, and we want our workforce to reflect the diversity of brokers, clients and the communities we serve.

While we acknowledge change of this nature takes time, we are committed to continuing to improve Steadfast's gender equity.



Steadfast Group Limited

ABN: 98 073 659 677

Lvl 4, 99 Bathurst Street, Sydney NSW 2000
PO Box A980, South Sydney NSW 1235

T +61 (02) 9495 6500

W steadfast.com.au