

# Steadfast Group WGEA employer statement

2026



## Steadfast Group employer statement

At Steadfast, we continue to champion the insurance industry as an inclusive and equitable workplace for all. We believe that inclusion drives innovation, strengthens collaboration, and ensures our workforce reflects the diversity of brokers, clients, and communities we serve.

We are committed to advancing gender equality through a range of initiatives within Steadfast and across the wider insurance industry. Our focus is on removing barriers to career progression and pay equity, while building gender-diverse leadership bench strength that benefits both our organisation and the industry.

While we acknowledge that meaningful change takes time, our policies, initiatives, and actions continue to demonstrate clear progress. In 2025, we concentrated on embedding accountability into leadership practices, refreshing our people policies with a strong DEIB lens, and strengthening partnerships with organisations that promote women in business and leadership.

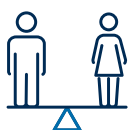
These foundations have built momentum and delivered meaningful progress across our network.

As we move into 2026, we are advancing our focus on gender equality by building stronger governance systems, enabling broader employee networks, and elevating women across the business. We remain committed to further strengthening our frameworks to ensure equity, inclusion, and opportunity are embedded into every aspect of our organisation.

Please note: This year, Steadfast provided commentary in relation to our comparison group only, as there have been some changes in how we classify our roles for year-on-year comparisons.

## Steadfast gender equity gap results 2024-2025

The Steadfast median wage gap is 15.9%, compared to 28.1 % for our comparison group. Looking at our breakdown by level, we are progressing well and the organisation is setting up well for women to move up into Executive roles.



Key Personnel

**40.2%**

v comparison group 40.3%



Other Executives

**15.7%**

v comparison group 15.7%



Senior Managers

**8.1%**

v comparison group 11.2%



Other Managers

**-11.6%**

v comparison group 20.6%



Non-Managers

**-4%**

v comparison group 14.7%

**The gender pay gap of our Other Managers and Non-managerial roles sit in favour of females. We are working towards parity at all levels.**

## Gender equity indicators

Steadfast is committed to advancing gender equity, embedding strategies and policies that align with the six indicators outlined by the Workplace Gender Equality Agency. These indicators provide a framework for accountability and progress, guiding us to ensure equity is not only measured but actively achieved.

Below is a snapshot of the actions we are taking to strengthen gender equality across our workplace. Together, these initiatives reflect our commitment to building a culture where opportunity is equitable, leadership is diverse, and every employee can thrive.



### Workforce composition

- ▶ We have more females in managerial positions, 57%, compared to our comparison group at 46% and we are trending upwards.
- ▶ Our female leadership numbers:
  - ~ 43% of our Board are female
  - ~ 33% of Executive are female
  - ~ 57% of Managers are female
  - ~ 68% of Non-Managers are female
- ▶ Recently we proudly appointed our first female Chair of the Board, marking a significant milestone in advancing gender equity at the highest level of governance.
- ▶ Steadfast is a proud and active member of the Champions of Change Coalition, collaborating with industry peers to accelerate gender equality and embed systemic change across the sector.
- ▶ Steadfast continues to be listed on the Work180 platform, which highlights organisations that are genuine employers of choice for women.
- ▶ Steadfast is proud to be as a Female Employer of Choice and recognised as one of the Top 100 Employers for Women, reflecting our commitment to creating pathways for women to thrive.
- ▶ As a certified Family Friendly Workplace, we provide access to our Work+Family Hub, supporting employees to balance professional and personal responsibilities, enabling them to thrive both at work and at home.

- ▶ We invest in female-specific leadership training and technical development. The Aspire Program is a year-long initiative tailored to female insurance professionals, equipping them with the skills, confidence, and networks to become future business leaders.
- ▶ Steadfast actively sponsors and partners with a range of diversity initiatives, including Apropela, Women in Insurance, Dive In Festival, Bandu, and Em-Power, reinforcing our commitment to advancing equity and inclusion across the insurance industry and beyond.



### Equal remuneration between men and women

- ▶ Remuneration policies and frameworks are openly available to all employees via our intranet, reinforcing clarity, trust, and accessibility.
- ▶ Salaries are benchmarked annually against external market data to ensure competitiveness and fairness across all roles.
- ▶ Internal movements and promotions undergo structured pay reviews, ensuring any gender pay gaps are identified and addressed promptly.
- ▶ Regular audits of remuneration processes safeguard parity and uphold equity across the organisation.
- ▶ Gender equity processes are embedded within our remuneration frameworks to proactively identify and correct pay gaps for like for like roles.





### Gender composition of our governing body

- ▶ Women make up 43% of the Steadfast Board, a figure that significantly exceeds the industry comparison group average of 17%.
- ▶ We are proud to drive female representation from the Steadfast Board level, the statistics demonstrate our commitment to advancing gender equity in decision-making roles and ensuring diverse perspectives shape the future of our organisation.



### Key employment practices

- ▶ Employees have access to flexible and hybrid working arrangements, supporting balance between professional and personal responsibilities.
- ▶ In addition to flexible and hybrid working arrangements, Steadfast provides a range of inclusive leave options, including public holiday exchange and volunteer leave, ensuring our people can balance personal commitments, cultural observances, and community engagement.
- ▶ We provide 12 weeks of paid parental leave, with superannuation contributions maintained for 12 months to ensure long-term financial equity. Importantly, our parental leave is gender-neutral and not distinguished between primary or secondary carers, enabling all parents the flexibility and support they need to balance family and career.
- ▶ We deliver regular and transparent reporting to the Board on gender diversity, tracking key gender statistics to monitor progress and accountability.



### Key consultation practices

- ▶ Our annual report discloses detailed information on diversity, including gender representation and progress.
- ▶ Each year we conduct a comprehensive organisation-wide engagement survey to gather insights into employee experiences, perceptions, and feedback on diversity and inclusion. This survey provides a holistic view of our workforce composition and highlights areas for improvement.

- ▶ In addition to the full survey, we conduct regular pulse surveys to capture real-time feedback on DEIB initiatives and workforce sentiment. These shorter, targeted surveys allow us to track progress, identify emerging issues, and respond quickly.
- ▶ Both survey types are used to increase visibility of our workforce composition, with a strong focus on DEIB data. This ensures employees understand the diversity of Steadfast and see how their feedback drives meaningful change.
- ▶ Employees are engaged in the design and implementation of initiatives to address gender issues, ensuring solutions are relevant and effective.



### Harassment on the grounds of sex or discrimination

- ▶ All Steadfast employees are required to complete annual compliance eLearning on Equal Employment Opportunities as well as Bullying and Harassment. In addition to this, all people leaders also complete two additional modules that focus on the additional responsibilities.
- ▶ Our Managing Director & CEO is an active participant in the Champions of Change coalition and will be participate in the signing of the Everyday Respect Campaign.
- ▶ Employees have easy access to policies and grievance procedures through our online employee portal. We spotlight policy changes, highlight updates, and share information to ensure clarity and visibility.
- ▶ We provide transparent reporting to the Board on workplace relations matters, including grievances that may relate to sexual harassment, reinforcing accountability at the highest level.
- ▶ Through our Steadfast DEIB calendar, we celebrate identity, build understanding, drive action, and honour cultural visibility. This calendar supports our broader ESG commitment to social impact, wellbeing, and inclusive governance.

## Narrowing the gender equity pay gap

At Steadfast, our success is built on the strength of our people. We are committed to ensuring our workforce reflects the diversity of the brokers, clients, and communities we serve. Equity is not just a principle we aspire to it is a responsibility we actively uphold.

We recognise that narrowing the gender pay gap is a journey that requires persistence and accountability. While meaningful change takes time, we are embedding transparency, fairness, and inclusivity into every stage of our employment practices.

### **Steadfast Group Limited**

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