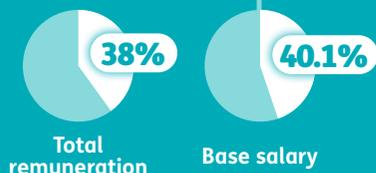


Gender Pay Gap Employer Statement 2024

HBF Health Limited

HBF Facts and Figures

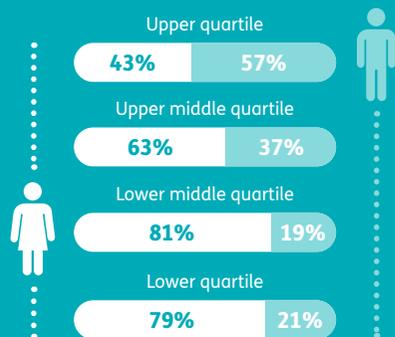
Gender pay gaps by median



Gender composition



Average remuneration per pay quartile



Our commitment to diversity and equality

HBF's objective of becoming Australia's most trusted and valued member-based organisation, delivering in moments that matter, can only be achieved through the dedication, passion and innovation of thought by our people.

We embrace diversity within our organisation and recognise the unique contributions each person brings, enhancing our ability to understand and address the needs of our members effectively, and keeping us connected to the community in which we operate.

“ We aspire to see women and men equally represented, valued, and rewarded in the workplace, and are committed to playing our part to make that happen.

At HBF, we are purposeful in creating an equitable and inclusive workplace where every individual is treated with fairness and respect. However, we acknowledge that more focus is required on achieving all facets of gender equality throughout our entire organisation, especially, reducing our Gender Pay Gap.

We aspire to see women and men equally represented, valued, and rewarded in the workplace, and are committed to playing our part to make that happen.

Understanding our Gender Pay Gap

In our pursuit of true gender equality at HBF, we sought to understand the contributing factors behind our Gender Pay Gap. Pleasingly, we have ascertained that it is primarily our workforce composition driving our Gender Pay Gap and not pay inequity between our female and male employees.

The imbalance in the composition of our workforce starts with a predominantly female employee base, totalling 66%. In addition, the concentration of women at 79% in high-volume, entry-level positions, such as our Member Service call centre and Branch network further perpetuates our Gender Pay Gap.

Often our entry-level and early career roles are also casual and part-time positions, contributing to a lower overall median base salary for females and significantly impacting our Gender Pay Gap. Conversely, we observe a higher representation of males in technical and specialist roles, particularly in Information Technology.

We are making notable progress toward achieving gender balance at the senior-level, with over half of our senior and mid-level manager positions held by women, as well as a female majority HBF Board.

Our greatest opportunity to reducing our Gender Pay Gap lies within our workforce composition and we will be taking proactive measures as part of our Gender Equality Action Plan to find a better balance, acknowledging this will take time and commitment to achieve.

What we want to achieve

Through our Gender Equality Action Plan we want to demonstrate a values-driven commitment to moving the dial on our Gender Pay Gap and have a target to reduce our Gender Pay Gap to the Financial Services Industry average as defined by WGEA by FY2028.

To further support our gender equality ambitions and progress to date, we are taking actions that include reviewing and enhancing our recruitment and talent management processes to better support women to succeed in the workplace; implementing bias training for People Leaders, especially within the areas of hiring, succession and development to ensure fairness at all times; and promoting the utilisation of our flexible work policy to create an environment where women are encouraged and supported to remain in the workforce.

“ The goal of achieving and maintaining gender equality and reducing the Gender Pay Gap will be an ongoing and ever-evolving journey, but one that we at HBF are whole-heartedly committed to.

We aspire to be recognised as a WGEA Employer of Choice for Gender Equality (EOCGE) by 2028, underscoring our dedication to fostering an inclusive and equitable workplace.

Our goal of achieving this will be an ongoing and ever-evolving journey, but one that we at HBF are whole-heartedly committed to.