



Gender Pay Gap 2024 Report - Analysis of Findings

Mean Gender Pay Gap

Based on 66 paid individuals' rates of pay within pay period of 10/11/25 to 14/11/25

$$\text{Mean Gender Pay Gap} = \frac{(A - B)}{A} \times 100$$

$$-32.61 \text{ Female Dominance} = \frac{(0.74 - 0.98)}{0.74} \times 100$$

A = Mean hourly pay rate of all MALE employees
B = Mean hourly pay rate of all FEMALE employees

Median Gender Pay Gap

Based on 66 paid individuals' rates of pay within pay period of 10/11/25 to 14/11/25

$$\text{Median Gender Pay Gap} = \frac{(A - B)}{A} \times 100$$

$$8.33 \text{ Male Dominance} = \frac{(18 - 16.50)}{18} \times 100$$

A = Median hourly pay rate of all MALE employees
B = Median hourly pay rate of all FEMALE employees

Quartile Calculations

Based on 66 paid individuals' rates of pay within pay period of 10/11/25 to 14/11/25

Males: 45 (68.18%) Females: 21 (31.82%)

Of the 17 employees/paid contractors in the LOWER QUARTILE, 12 are MALE and 5 are FEMALE. This means that 70.59% are MALE and 29.41% are FEMALE

Of the 16 employees/paid contractors in the LOWER MIDDLE QUARTILE, 8 are MALE and 8 are FEMALE. This means that 50.00% are MALE and 50.00% are FEMALE

Of the 16 employees/paid contractors in the UPPER MIDDLE QUARTILE, 14 are MALE and 2 are FEMALE. This means that 87.50% are MALE and 12.50% are FEMALE

Of the 17 employees/paid contractors in the UPPER QUARTILE, 11 are MALE and 6 are FEMALE. This means that 64.71% are MALE and 35.29% are FEMALE

This statement confirms that the information shown is accurate as at the time of publishing and is signed by Sabrina Monachello, Managing Director.

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Sabrina Monachello
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