

Our commitment

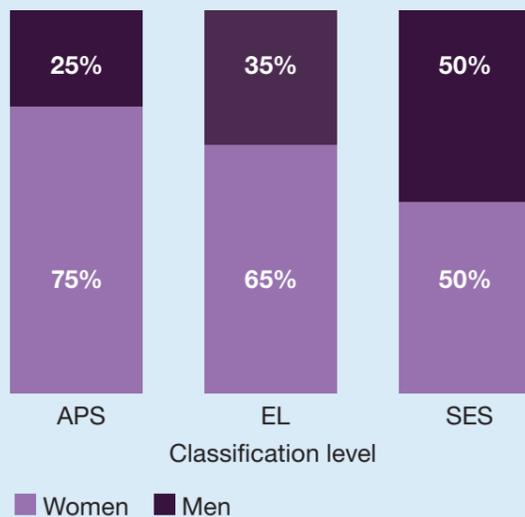
The Australian Electoral Commission (AEC) embraces an inclusive and diverse work environment that values and respects the contributions of our people from different backgrounds, experiences, and perspectives, and reflects the diverse community we serve.

As part of our commitment to transparency and continuous improvement, we have participated in the Workplace Gender Equality Agency (WGEA) survey since 2022.

Our gender profile

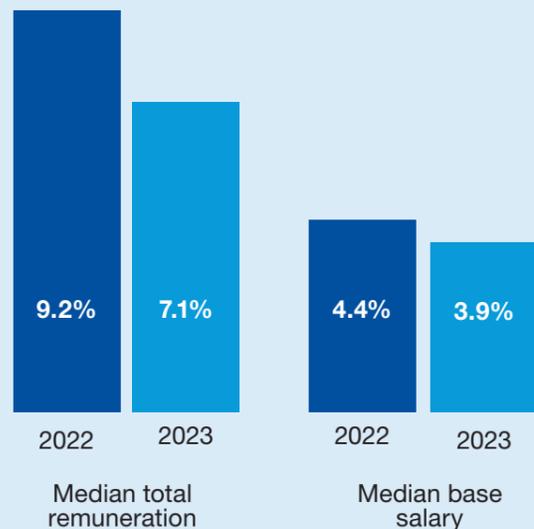
Our workforce continues to be represented by a higher proportion of women, and this also positively contributes to the broader Australian Public Service (APS) gender equality aims.

Data for the 2023 reporting period highlights that representation of women in Senior Executive Service (SES) roles has increased since the 2022 reporting period. There is now equal representation at this level.



Gender pay gap

Our gender pay gap has improved with median total remuneration dropping from 9.2% in 2022 to 7.1% in 2023. Similarly, our median base salary pay gap has improved from 4.4% in 2022 to 3.9% in 2023.



Total remuneration includes all remuneration for an employee, including superannuation, overtime, bonuses and other additional payments.

Base salary is an employee's regular salary, excluding superannuation, overtime, bonuses and other additional payments.

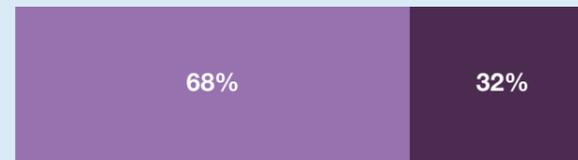
Composition by pay

The gender composition by pay quartile graphs reflect the agency's workforce profile in the lower middle quartile to upper quartile levels.

The difference in composition that can be seen in the lower quartile is a result of the large number of casual employees required to deliver the Referendum across the nation. These casual roles attracted more women than men.

Total workforce

Average total remuneration: **\$113,000**



Upper quartile

Average total remuneration: **\$162,000**



Upper middle quartile

Average total remuneration: **\$116,000**



Lower middle quartile

Average total remuneration: **\$97,000**



Lower quartile

Average total remuneration: **\$79,000**



■ Women ■ Men

Total remuneration for part-time/casuals/part-year employees is converted to full-time equivalent amounts. Average total remuneration does not include voluntary salary data submitted for CEOs, and casual managers. The average total remuneration is rounded to the nearest \$1,000.

Our journey

We are proud of the progress we have made over the last year and acknowledge there is work to continue to improve our gender pay gap.

In the last year we have implemented several meaningful actions to support gender pay gap and gender equality in our agency. These include:

- Review of our Respect at Work Policy.
- Continuing the Gender Equality Network.
- Review and refresh our Flexibility working arrangements.
- Developing the gender workforce composition dashboard.

The agency will continue this work in the coming year through targeted actions to improve our gender equality. These actions will be included in the AEC Workforce Strategy 2024–30.

Our ongoing commitment

Our ongoing commitment is to narrow the gender pay gap and improve gender equality outcomes for our people. We will continue to positively make a difference through our identified actions:

- Explore opportunities to embed manager awareness and training on gender equality.
- Mature our diversity sponsor program.
- Review our approach to support employees who experience family domestic violence.
- Review and develop workplace adjustment resources to support gender equality.
- Explore further opportunities to improve our gender workforce composition dashboard, reporting and governance.