Castle Personnel Services Limited

Gender Pay Gap Statement

2022-23

Castle

Castle's Commitment to Equal Opportunity

Castle is an equal opportunity employer and recognises that equal opportunity is a matter of social justice and legal responsibility.

Castle engages and promotes its employees on the basis of merit only, and endeavours to provide a work environment which fosters and maintains good relationships between all employees and which is free from unlawful discrimination and harassment.

Castle will not discriminate on grounds of race, colour, nationality or ethnic origin, sex, pregnancy, marital status, age, disability, religion, sexual preference and/or membership of a trade union activity or any other grounds prescribed by legislation.

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Castle's Commitment to Gender Equality

Castle will ensure gender equality under the guidelines of the *Workplace Gender Equality Act 2012* including analysing the following indicators:

- Gender composition of the workforce
- Equal remuneration between women and men
- Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities
- Consultation with employees on issues concerning gender equality in the workplace
- Complying with Gender Equality Indicators

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What is the Gender Pay Gap (GPG)?

The Workplace Gender Equality Agency (WGEA) calculates the gender pay gap (GPG) as the difference between the earnings of women and men at an organisation-wide level.

This method of calculation can be impacted by workforce composition and whether there is an equitable distribution of women and men in all types of roles and pay levels.

It is not to be confused with women and men being paid the same for the same, or comparable, job. This is equal pay and has been a legal requirement since 1969.

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Castle's Gender Pay Gap (GPG)

WGEA has calculated that as at 30 June 2023, Castle had a total remuneration GPG of 4.1% at the median and a base salary GPG of 4.1% at the median.

This was based on the data of 100 employees.

The WGEA Gender Pay Gap Analysis Guide states that while organisations should strive for a 0% GPG, anything between -5% and 5% can be considered acceptable performance.

Castle GPG	**Median – total remuneration**	**4.1 %**
	Median – base salary	**4.1 %**

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Castle's Industry Benchmark Comparison

This Industry Benchmark Comparison provides a snapshot of Castle's performance on workforce composition, the gender pay gap and parental leave compared to an Industry Comparison Group.

Castle has been benchmarked against organisations in industry 7211 – Employment Placement and Recruitment Services with less than 250 employees.

	Castle	Industry Comparison
Median – total remuneration	**4.1 %**	**16.6 %**
Median – base salary	**4.1 %**	**15.2 %**

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What are the drivers for Castle's Gender Pay Gap (GPG)?

Castle's gender composition is positively skewed towards female employees at all pay quartiles and in non-managerial roles. Our gender composition is equal at managerial roles.

Female employees represent a significantly higher percentage of our part-time and casual workforce. An imbalance in the composition of employees in these roles can be a driver of the GPG, and further analysis of this is required.

Castle has a range of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. However, we need to analyse whether these benefits are accessible and utilised equitably by men and women.

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Castle's Gender Pay Gap (GPG) Actions and Strategies

Castle is committed to improving its performance in gender equality and to reducing its GPG.

Since 30 June 2023, Castle has enhanced its paid parental leave policies.

Castle will undertake further analysis of the workforce composition of Castle's part-time and casual workforce, as well as the uptake of workplace policies relevant to gender equality. Where possible, we will make adjustments to positively influence GPG.

Castle will also implement its response to the positive duty obligations of the *Sex Discrimination Act 1984 (Cth)*.

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Endorsement and Authorisation

Castle’s Gender Pay Gap Statement has been endorsed and authorised by the CEO, Brad Webb.

Questions?

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