

Dyson Australia Gender Pay Gap Report 2026

The gender pay gap is the difference in average earnings between women and men in the workforce. It is not to be confused with women and men being paid the same for the same, or comparable, job. Our Dyson Australia figures for 2025 are based on a single snapshot date in March 2025.

The average total remuneration gender pay gap for Dyson Australia is 20.4%, slightly higher than the mid-point of the GPG's in the Comparison Group which 18.1% and an increase on last year. Dyson Australia's median total remuneration GPG is 8.5% compared to 9.4% in the Comparison Group.

The gender pay gap for Dyson ANZ is attributed to the lower proportion of women in Key Senior Management positions, 27%.

In our 'All Managers' population the GPG is 27.6% an improvement on last years' Manager Population GPG which was 29.1%. In our 'All Non Managers' Population the GPG is 4.5%, an improvement on last years' Non Manager Population GPG which was 5.7%.

What are we doing to close the gap?

We recognise the need to support our female leaders to progress to the highest levels of our organisation and are focused on increasing the representation of women in Senior Leadership Roles.

In 2025 we progressed and delivered a range of internal programmes to increase the representation of talent at all levels across the organisation. Our ASPIRE programme is focused on the development of our female future leaders and continues with a new cohort of people in 2026. Alongside formal development programmes, we have employee networks that run training sessions, round-table discussions and speaker events to support diverse groups across the organisation. These employee networks remain focused on driving initiatives around gender and equality, families and caring and health and wellbeing. Our free Employee Assistance Program, partnership with Parents at Work Australia and our Domestic and Family Violence Policy support our people to balance their work and family and caring responsibilities, as well as providing support in a crisis.

When attracting new talent, we review our job advertisements to make sure they use gender neutral language and offer a competitive benefits package which appeals to a wide range of candidates. Our enhanced parental leave pay; additional leave opportunities and mentoring programmes seek to bring diversity and inclusion to the forefront and promote a sense of belonging at Dyson.

Our Global Commitment to Diversity and Inclusion

Dyson is driven by innovation, and this innovation is fuelled by different minds across the workforce coming together to solve problems and represent our customers' needs. Since launching our internal Diversity and Inclusion Strategy in 2022, we have focused on increasing the representation of women in leadership positions globally.

In 2025, we continued our focus on developing and sustaining our programmes in line with our Global Diversity, Inclusion and Belonging strategy. Our strategy aims to (1) build inclusive teams (2) diversify our workforce and (3) bring Diversity, Inclusion and Belonging to the forefront.

We are determined to do more to see real change across our company globally and in Australia. We will honour our commitment to continue delivering in this space, both locally and globally, so that together we can bring Diversity, Inclusion and Belonging to the forefront of everything we do.