

Dyson Australia Gender Pay Gap Report 2024

Unfortunately, we have identified errors in the data submitted to the WGEA in 2023 and we are working to ensure accuracy for our 2024 submission. While the data published on the WGEA website is inaccurate, we recognise that we have a gender pay gap and are committed to closing that gap.

We know that the higher representation of women in lower middle quartile and lower quartile roles, typically in retail and customer service, and a lower representation of women in our upper quartile roles increases our gender pay gap. A more balanced distribution is needed overall to eliminate the gap.

What are we doing to close the gap?

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, new primary caregiver support policy, additional leave opportunities and mentoring programmes seek to bring diversity, inclusion and belonging to the forefront.

In 2022, we launched our Global Diversity and Inclusion Strategy in ANZ with the ambition to build more inclusive teams and further diversify our workforce. As part of this, we have introduced employee resource groups focusing 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.

Since launching our Strategy in 2022, we have increased the representation of women on our Executive committee from 37.5% to 42%. Across all global senior management, 44% of appointees in 2023 identified as female – today, we have more women in global leadership positions than ever before. In Australia 30% of our leadership team is female. In August 2023, the Diversity, Inclusion and Belonging team introduced their first global policy, [The Primary Caregiver Support Policy](#). This policy demonstrates our continued commitment to inclusion and is aimed in supporting the Primary Caregiver of a child in their transition back to the workplace, following a form of Parental Leave.

For the second consecutive year, Dyson was recognised as one of the 'World's Best Employers' (+61 places) and 'World's Top Companies for Women' (+46 places) by Forbes Magazine. In the Americas, Dyson was named as one of DiversityInc's Top Regional Workplaces for Diversity. Our Women's Leadership Development Programme has been a

success and was recognised at the Singapore Employee Experience Awards, winning an award in the 'Best Women Leadership Programme', category. These awards are welcome recognition of our commitment to action and development of programmes in the Diversity and Inclusion space.

We are determined to do more to see real change across our global company and ANZ campuses. 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.