



# **GENDER PAY GAP EMPLOYER STATEMENT**

To **IN**spire excellence  
in our people

# ABOUT PEOPLEIN

PeopleIN Limited (ASX: PPE) is the largest ASX-listed talent solutions provider across Australia and New Zealand. With a portfolio of more than 16 specialist brands spanning Trades & Labour, Agriculture & Food, Finance, Tech & IT, Defence, Education and Healthcare PeopleIN is redefining how organisations access and engage talent.

We partner with leading businesses to deliver tailored, scalable workforce strategies that drive innovation, inclusion, and performance. Each week, we proudly support more than 13,000 on-hired employees working across client operations nationwide, connecting people with meaningful work and helping businesses thrive.

**16+**  
specialist brands



Support  
**13,000+**  
employees each week



## OUR COMMITMENT

At PeopleIN, diversity, equity, and inclusion are central to who we are and how we operate. Our purpose - to INspire excellence - drives our commitment to building a workforce and culture where differences are valued and every individual feels empowered to contribute.

We are focused on creating a fair and equitable workplace by identifying and addressing any systemic barriers, amplifying under-represented voices, and holding ourselves accountable for progress. A key focus has been closing the Gender Pay Gap through informed leadership engagement, data transparency and targeted action.

# ► 2025 GENDER PAY GAP

In 2025, the average total remuneration gender pay gap across PeopleIN's corporate group was -10.3%, showing a gap widening in favour of women. Our effort continues to focus on understanding the root causes for our pay gap and taking bold proactive actions to address any disparities.



## Advancing Gender Equity and Inclusive Leadership

In 2025, following our progress in 2024 we continue to build on our existing commitments.



We are proud to report that 39% of our senior leadership roles are held by women, 64% of participants in our 2025 Emerging Leaders Program are women and 15% are in part time capacity, which is a strong reflection of our commitment in removing barriers to build a diverse leadership pipeline and fostering equity at every level of our organisation.

- Paid parental leave available to all employees across every PeopleIN brand, promoting a genuinely family-friendly workplace.
- A Group-wide rewards program to ensure all employees are recognised and valued consistently.
- Education and awareness programs aimed at eliminating bias and strengthening inclusive decision-making.
- A revitalised Diversity Policy that reflects our evolving commitments to fairness, representation and inclusion.
- A sustained focus on attracting, retaining, and advancing a diverse workforce, including targeted development pathways for all our employees into leadership.
- Mert based incentive plans that reward outperformance in an equitable manner.



## Gender Pay Gap Drivers

At PeopleIN, we are committed to equitable and performance-based reward outcomes for all employees. Pay is determined by merit, contribution, and results. Approximately 50% of our employees and all of our Leadership team participate in variable commission or incentive programs that directly reflect individual and team performance outcomes.

As a diversified talent solutions group operating across multiple sectors, we recognise that achieving gender equity requires a coordinated approach. We actively collaborate with clients and industry partners to influence broader systemic change, particularly in traditionally male and female dominated fields.

Our 2025 WGEA reporting, segmented by industry, highlights both areas of progress and those requiring continued focus. We remain committed to achieving a consistent year-on-year reduction in our gender pay gap across all divisions.

Our progress is underpinned by a clear strategy: integrating equity into every stage of our people lifecycle, from recruitment and remuneration to development and promotion. This includes:

**Ongoing education** on unconscious bias and inclusive decision-making

**Continuous review** of recruitment and promotion processes to remove barriers

**Active support** for women pursuing careers in sectors such as IT, mining, construction, agriculture, and food processing, where representation has historically been low

This focused and transparent approach reflects our unwavering commitment to ensuring that all PeopleIN employees are valued, rewarded and empowered equally.

# LOOKING AHEAD

Our priorities for the years ahead include:

**Achieving gender balance** in all leadership roles.

**Embedding DEI accountability** into all leadership performance plans and remuneration frameworks.

**Enhancing recruitment and talent development practices** to remove barriers and attract diverse candidates into non-traditional and high-growth sectors.

**Broadening flexible work and family-friendly policies** to support balance, wellbeing, and career continuity for all employees.

## Gender Pay Gap Drivers

PeopleIN is committed to building on the strong foundations we've established to create a more diverse, inclusive, and equitable workplace for all. As we look to the future, our focus is on deepening impact and driving measurable outcomes across every part of our business.

**Expanding** on our Paid parental leave program

**Expanding partnerships** with clients and industry bodies to advance diversity, equity, and inclusion across the broader workforce ecosystem.

**Strengthening pathways** for underrepresented groups, including First Nations peoples, people with disability, Veterans and culturally and linguistically diverse communities.

**Measuring and reporting progress annually** through transparent DEI and gender equity metrics aligned with WGEA and ESG standards.

Over the past year, we have proudly supported more than 30,000 individuals into roles across Australia and New Zealand. Beyond these placements, we continue to invest in initiatives that build capability, foster belonging, and expand opportunity including partnerships supporting First Nations employment and programs that strengthen inclusion and equity across every workplace.

At PeopleIN, we remain unwavering in our commitment to lead by example embedding fairness, inclusion, and accountability into how we attract, develop, and reward our people - aligned to our values and purpose.



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**PeopleIN**

[peoplein.com.au](http://peoplein.com.au)