

# WESTPAC NZ 2021 GENDER PAY ANALYSIS



In recent years we have been exploring the issue of gender pay and how we can help address it, as part of our wider focus on gender equality.

## Why are we talking about this topic?

In some countries, big businesses are required to publicly report on their gender pay gap every year. This is not the case in New Zealand. However, we think there needs to be a discussion about gender pay. That's why we decided to voluntarily make our numbers public. We wanted to spark a conversation about how men and women are paid, and what needs to be done to make things more equal.

## Our gender pay gap.

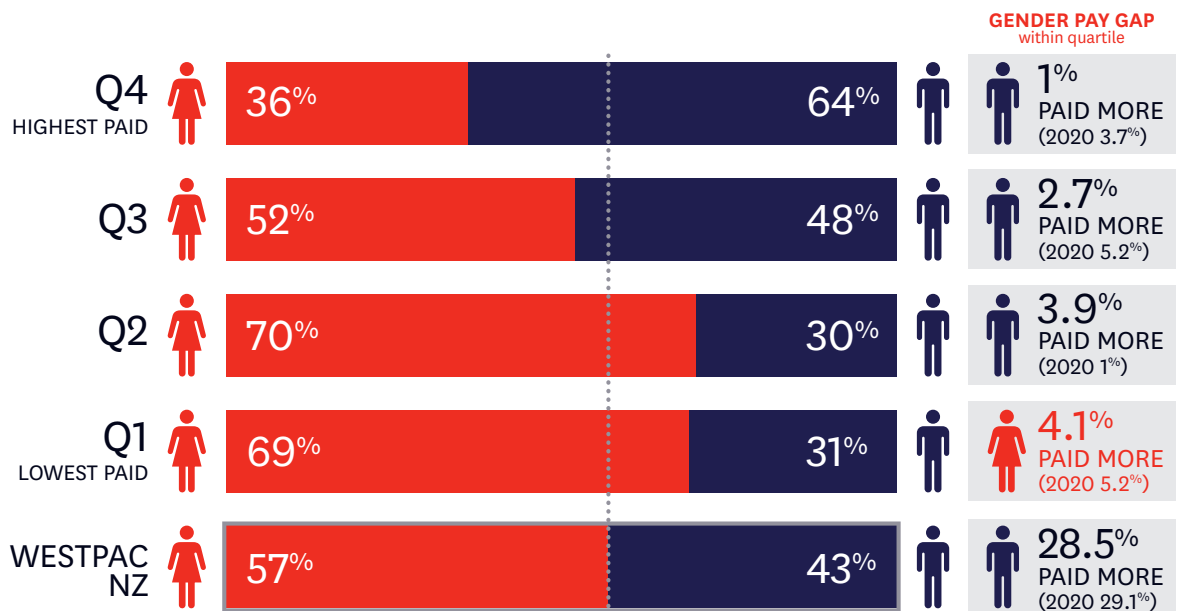
Our overall gender pay gap in 2021 is 28.5%. This figure compares the pay of the median man and median woman at Westpac NZ, and includes base salary, bonuses, overtime, miscellaneous payments and superannuation. In 2019 our gender pay gap was 30.3%, and in 2020 it was 29.1%. In August 2021, Statistics NZ put the national gender pay gap at 9.1%. This figure does not include superannuation in its calculation. If we followed the Statistics NZ approach, our gender pay gap in 2021 would be 26.8%. Our analysis covers all permanent and fixed-term employees, a total population of 4,842 employees.

## Pay equity.

Role for role, we're confident we're very close to achieving pay equity. This means paying men and women equal money for doing equal work. Across our 13 internal pay bands, men are sometimes paid more within a band and women are sometimes paid more.

## Gender pay gap by quartile.

Men continue to make up the majority of employees in the highest paid quartile of our workforce. Women outnumber men in the other three quartiles.



## Closing the gap.

In 2019 we made a range of commitments towards closing the gender pay gap, including reporting annually on our gap, addressing the gender imbalance in branch and contact centre roles, and continuing to detect and address any disparities in pay equity. We have also pledged to increase the proportion of our top three tiers of management who are women to 50% by 30 September 2025. (This figure was 37% in 2019, rose to 40% in 2020 and is now at 47%).

## More reading.

You can read more about our work towards understanding and closing the pay gap at [here](#).