

Gender Pay Gap Statement





About the NRMA

The NRMA employs over 3,000 people and serves more than 3 million members. It's also one of Australia's most trusted brands, and the largest member-owned organisation in the country. As a mutual, we're owned by and work for the benefit of our members. This means, every decision we make and every success we enjoy is shared.

Our commitment

At the NRMA, we foster a culture that respects and celebrates diversity and inclusion in all its forms to create an environment where all people can feel they truly belong.

Our commitment is to be a workplace leader in gender equality and an employer of choice both now and into the future.

"At NRMA, gender equality and closing the gender pay gap are paramount. While progress has been made, we acknowledge the work ahead. We're committed to comprehensive strategies addressing internal biases and systemic inequalities. Accountability, and reducing the gender pay gap for all are non-negotiables in our pursuit of an inclusive workplace where everyone thrives."



Rohan Lund
Group CEO The NRMA



Understanding the Gender Pay Gap

The Gender Pay Gap refers to the difference in earnings between men and women across an organisation, expressed as a percentage of men's pay.

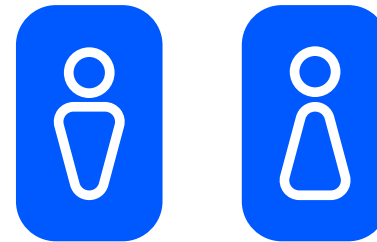
The Gender Pay Gap can often be confused with equal pay. Equal pay, also known as 'like-for-like pay,' is a legal requirement that mandates women and men receive equal compensation for performing the same or similar work. In Australia, this has been a legal requirement since 1969.

Equal Pay



Men and women are paid the same for like work

The Gender Pay Gap



The difference between the average pay of men and women across the whole organisation, irrespective of their role or seniority

The importance of closing the Gender Pay Gaps

Gender pay gaps are a symbol of women's position in the workforce compared to men. They are the result of different social and economic factors that impact how women and men engage in work, what they study, the jobs they chose and their need to balance caring responsibilities and work.

Closing Gender pay gaps is essential for increasing the economic power of women which will create a more inclusive, diverse and economically prosperous society.



Understanding the NRMA Gender Pay Gap Data

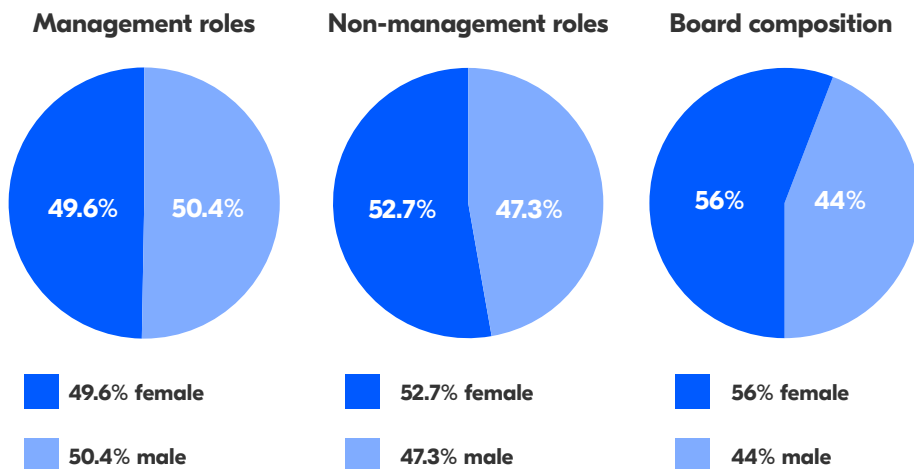
We are proud of the progress that we have made in reducing our Gender Pay gap over the last few years. Our median total remuneration gender pay gap has decreased from 28% in 2020 to 20.6% in 2023 and our mean total remuneration gender pay gap reducing from 15.6% in 2020 to 12.8% 2023.

All employees	2020-21	2021-22	2022-23
Average (mean) total remuneration	15.6%	15.4%	12.8%
Median total remuneration	28%	21.8%	20.6%
Average (mean) base salary	12.7%	14.9%	12.4%
Median base salary	28.1%	20.8%	13.2%

When compared to the industry, our average (mean) is considerably lower, however, our median tracks higher and is attributed to the gender based industries and the industrial instruments that are applied across our employee groups.

Employees	NRMA GPG	Industry comparison GPG	National GPG
Average (mean) total remuneration	12.8%	18.4%	21.7%
Median Total Remuneration	20.6%	14.9%	19%
Average (mean) base salary	12.4%	16.5%	17.2%
Median base salary	13.2%	11.1%	14.5%

We are also proud of the representation of woman across the organisation. However despite our high representation of woman we know that there are several other factors that influence and impact our Gender Pay Gap



A key factor influencing our gender pay gap is the composition of our diverse frontline workforces, which are governed by Enterprise Bargaining Agreements and Awards. While we have 50/50 female and male representation across our organisation, Enterprise Agreements and Awards can present challenges in utilising traditional methods to close gender pay disparities due to predetermined wage structures.

Additionally, our organisation operates within historically gendered industries, such as automotive work (predominantly male) and contact centres (predominantly female), which contribute to the complexity of addressing gender pay gaps.

A total of 70% of our workforce is covered by an Award or Enterprise Agreement. We know however that we must continue to work to address broader societal norms and stereotypes that contribute to gender pay gaps and continue to negotiate and look at avenues of how we achieve equity and take incremental steps to reducing gender pay gap through our awards and EAs.

Employees		
Non Award	928	29.62%
EA	543	17.33%
Award Based	1,662	53.04%



What have we done to address the Gender Pay Gap and deliver on our Gender Equality Strategy?

Over the last few years our dedication to gender equality has been demonstrated through our achievements and our commitment to challenging traditional gender roles, promoting diversity and inclusion, advocating and implementing family friendly policies, and building awareness and knowledge throughout the organisation.

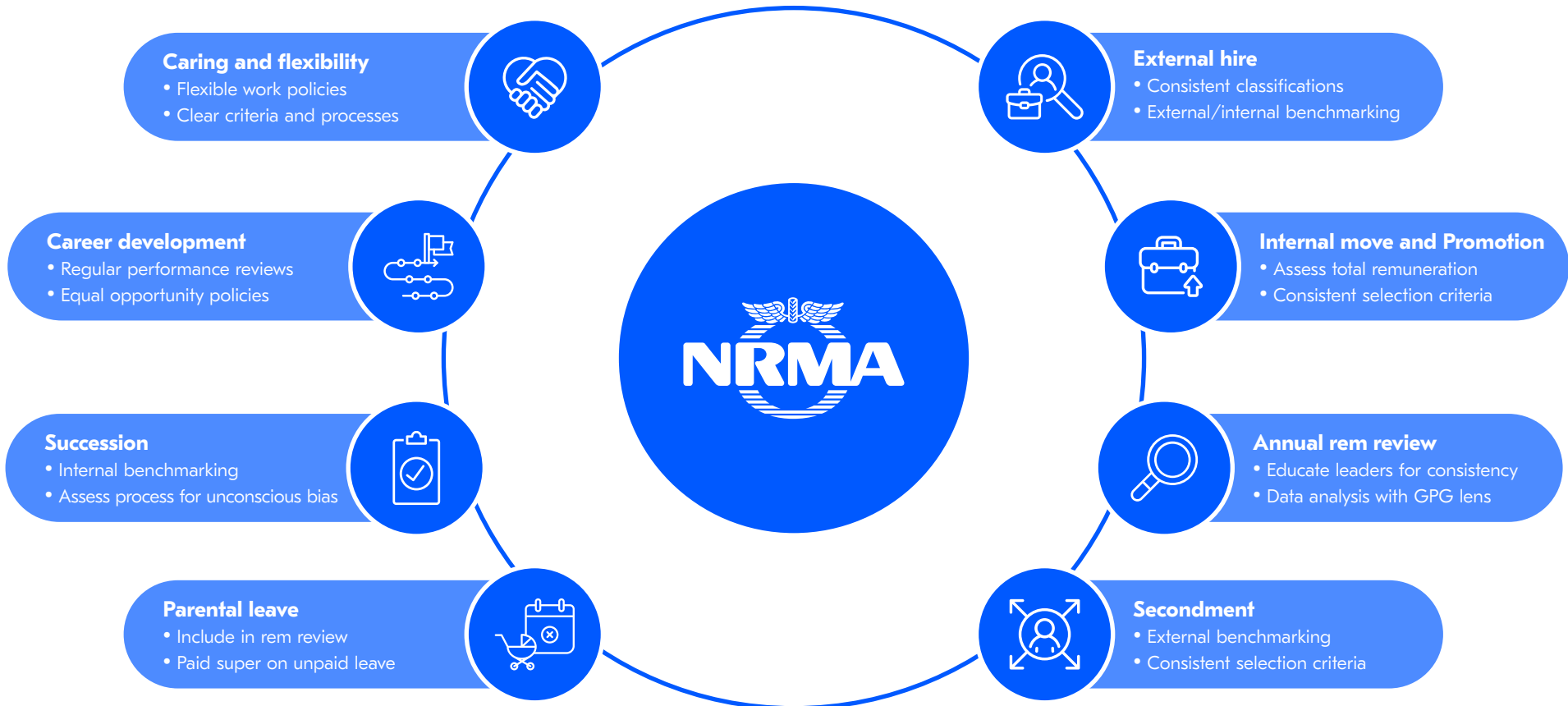
Some of our initiatives and progress in achieving Gender Equality include:

- Since 2021 the NRMA have held WGEA's Employer of Choice Gender Equality (EOCGE) accreditation. We are 1 of only 128 employers recognised as an Employer of Choice Gender Equality. The program is leading practice recognition program that is voluntary and separate to compliance with the Act.
- Certification as a Family Inclusive Workplace since 2022, successfully achieving re-certification in 2024.
- A decrease in our GPG, with our median total remuneration gender pay gap decreasing from 28% in 2020 to 20.6% in 2023 and our mean total remuneration gender pay gap reducing from 15.6% in 2020 to 12.8% 2023.
- Introduced superannuation on unpaid parental leave.
- Increased paid parental leave from 12 weeks to 18 weeks before many other employers increased parental leave.
- Introduced 10 days domestic violence leave for all employees prior to it being legislated.
- Established our first Gender Equality Resource Group, RISE with executive sponsorship.
- Hosted external and internal gender equality events, raising awareness and demonstrating our commitment to Gender Equality.
- Introduced flexible work, carer, domestic and family violence policies.
- Since 2020 we've delivered on our Gender Equality Strategy, reviewing and updating every two years in line with best practice and organisational objectives.
- Actively encouraging males to take parental leave and increasing secondary carers leave from 2 weeks to 4 weeks.
- Continued to improve our data analysis with the implementation of dashboards for leaders and People and Culture to access.

What are we doing to address the Gender Pay Gap

The NRMA recognises that improving gender equality and reducing the Gender Pay Gap in the workplace can only be achieved through a commitment to initiatives and policies that promote an inclusive and equitable workplace.

We recognise that gender equality is achieved through applying a gender lens at every stage of the employee lifecycle. The diagram below highlights our approach, recognising that we are committed to continual review and improvement.





To underscore our commitment, we have developed and implemented our third comprehensive Gender Equality Strategy and Action Plan for the period 2024-2025. This strategic roadmap outlines specific, tangible actions to enhance gender equality within our workplace and focuses on five key pillars:

- 1 Embed inclusion, equity and intersectionality within the workplace through systems, practices, leadership and culture**
- 2 Enable a flexible and family-friendly workplace**
- 3 Build advocacy through education, networks and accountabilities**
- 4 Leadership accountability and advocacy for gender equity and inclusion**
- 5 Enhance gender balance in leadership and employment practices**

We remain dedicated to implementing comprehensive strategies to address the gender pay gap, including fostering a culture of transparency, conducting regular pay equity audits, and providing support and opportunities for career advancement for all employees, regardless of gender. By continuing to prioritise gender equality and taking proactive measures to address the root causes of pay disparities, we aim to create a workplace where all individuals are valued and rewarded equitably for their contributions.

