



**WGEA
STATEMENT**

ABOUT THIS STATEMENT

The information contained within this document references data submitted for our Australian practice to the Workplace Gender Equality Agency for the reporting period 1 April 2023 to 31 March 2024. Where Hassell analysis is referenced for our whole firm, this pertains to data for the Financial Year 1 July 2023 to 30 June 2024 for our Australian and International studios.



"Gender equity is more than just a commitment to me, it's a personal issue and one that I am truly passionate about."

Liz Westgarth
Managing Director

Since the last reporting period, we've made strong progress by reducing our median organisational gender pay gap by 5.5%. While this is a significant achievement, we acknowledge that there is still much work to be done in our ongoing journey toward gender equity.

I firmly believe in the benefits of gender equity—not only for our industry but also at a societal level. My goal is to leave the industry in a better place than when I started, and I am committed to doing so.

At Hassell, our gender equity targets, alongside the annual Workplace Gender Equality Agency (WGEA) report, help us continuously raise the bar, evolve and stay accountable in making a meaningful difference over time. As part of this commitment, we wholeheartedly support WGEA's efforts to address the organisational gender pay gap in Australia through their public annual reporting. The report offers an opportunity for the entire industry—and for us as a practice—to reflect on how we can accelerate progress and address the structural issues that contribute to inequity.

When we discuss the WGEA's Organisational Gender Pay Gap data, we're focused on the bigger picture: how gender equality is progressing across organisations, industries, and even the nation.

This is distinct from the concept of Pay Equity, which refers to ensuring equal pay for equal work, regardless of gender. It's important to note that Hassell upholds Pay Equity. We ensure fair compensation for everyone through rigorous evaluation, industry benchmarking, and ongoing monitoring.

Our Organisational Gender Pay Gap reflects where we currently stand on our journey toward achieving gender balance at all levels of our organisation. When we reach this goal, we will also close the organisational gender pay gap.

To support this progress, we continue to invest in initiatives such as our industry-leading parental policy and sustainable working hours policy, both of which are key to achieving gender balance and fostering an environment of awareness and accountability.

Beyond our practice, we actively contribute to progress within our industry through our involvement with Champions of Change (Architecture), NAWIC, the Property Council's Equity + Inclusion Committee, and the gender equity advocacy organisation Parlour.

It's important to recognise that we operate in an industry historically dominated by males, especially in senior leadership positions. This makes it clear that transforming these statistics will take time.

There is still a significant gender gap in the number of female architects registering across the industry. We are committed to changing this. I'm thrilled that 63% of our newly registered architects at Hassell this year are female—this is a strong reflection of our culture and our dedication to supporting and growing female talent.

Our strategic Gender Equity Framework is intentional, continually evaluated, and holds us accountable for the decisions we make. This year we have adjusted our gender equity target from 40:40:20 to 45:45:10 (45% female: 45% male and 10% flexible) to foster a greater balance at all levels of our organisation. This aligns with our ambition and recommended standard to achieve a +/- 5% gender organisational pay gap.

While I'm incredibly proud of the progress we've made as a collective design practice, I know we still have a long way to go to create lasting change. I remain committed to upholding the targets we've set for ourselves, and we will continue to foster an environment of openness, transparency, and inclusivity, where all can thrive and contribute to our shared success.

The WGEA methodology

Hassell supports WGEA's annual publication of gender pay gaps as part of national efforts to advance gender equality and create a transparent discourse around the issue.

It is important to emphasise that WGEA does not publish data on equal pay for like-for-like or comparable roles within our organisation. WGEA publishes combined measures of progress towards gender equality at an organisation, sector and national level. It highlights disparities across organisations and societies quite broadly and reflects a range of organisational, structural, and societal issues.

These issues — such as the low representation of women in leadership roles in traditionally male dominated industries — are indicative of long-term and systemic challenges that cannot be fixed with corrective salary adjustments alone.

Equal pay at Hassell

Hassell has Equal Pay for like-for-like or comparable roles. Our rigorous and continuous monitoring includes a review process that covers:

- **Equal evaluation:**
Skills and competencies assessed without gender bias.
- **Midpoint benchmark:**
A benchmark midpoint salary set for each level.
- **Data-driven adjustments:**
Any pay disparities proactively addressed to ensure equal compensation.

Understanding our Organisational Pay Gap

The Organisation Gender Pay Gap reported within the Workplace Gender Equality Framework (WGEA) is determined in two ways:

- **Average Pay Gap:** By adding all salaries together and dividing by the number of employees.
- **Median Pay Gap:** By identifying and comparing the midpoint salary for males and females when all salaries are lined up from lowest to highest.

At Hassell, our workforce is gender-balanced overall with 51% females and 49% males. Our Organisational Gender Pay Gap (average) in our Australian studios is 18.3% as reported in the Workplace Gender Equality Agency (WGEA) data submission. Our median (midpoint) pay gap for the same period is 20.9%.

Hassell's high Organisational Gender Pay Gap is due to the high number of women in early-career roles (which are subsequently lower paid roles) — a strategic choice we've made to invest in future talent. We have 66% female representation in early entry roles (69% last year) and 56% female representation in mid-level roles (60% last year).

To continue to close the gap, we're strategically focused on creating more opportunities for women to grow into senior and leadership roles, ensuring a better balance across all levels. Our progress is demonstrated through our achievement of gender balance at the upper-middle level (49%/51%).

In the short term, this workforce composition contributes to increasing the gap, however it is a deliberate and corrective strategy for better balance into the future. As more women progress into senior roles and we achieve gender balance across all levels, Hassell's overall Organisational Gender Pay Gap will continue to narrow.

Hassell's progress

We recognise that we have further progress to make in order to reach our targets, but we have made clear steps forward and remain steadfast in our efforts to close the gap.

We have made real developments in improving our overall representation of women across the organisation and have increased female participation in leadership from 33.8% to 42.8% since 2020. This is important as we want to ensure there are pathways for all genders to reach leadership positions.

To support the progression of our female graduates into senior roles, we continue to provide assistance, including financial support, to help them achieve registration more quickly, opening up further career opportunities. We are proud to share that 63% of our newly registered architects are female (compared to the industry average of 30% female registrations).

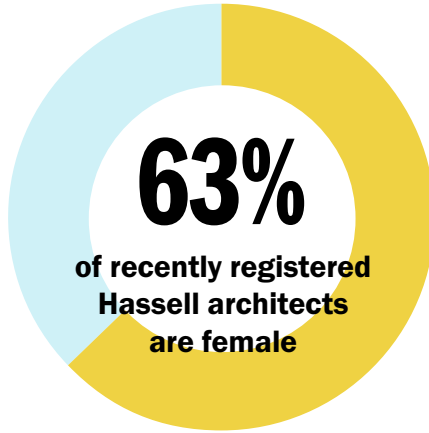
We continue to make positive changes to policy areas designed to overcome traditional barriers to female career progression. Our 16-week paid leave for all parents, irrespective of their role as primary or secondary carers is not just a benefit — it's a catalyst for change. In its first year, we've seen an unprecedented uptake, with an equal number of men and women stepping into caregiving roles. Remarkably, 50% of our new parents taking a full 16-week block to care for their child have been fathers. This has enabled their partners to return to work sooner, reducing career disruption for women. By normalising shared caregiving, we're not only supporting our people — we're driving real societal change.

In 2024 we also put a call out to the practice and formed a Gender Equity Working Group (consisting of a cross-section of employees) who provide recommendations to the Board. They decided on the following four key areas:

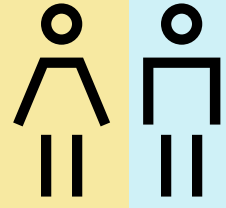
- Policies and ways of working
- Career progression
- Inclusive leadership
- Retention

42.8%

females in leadership roles
(45:45:10 target)

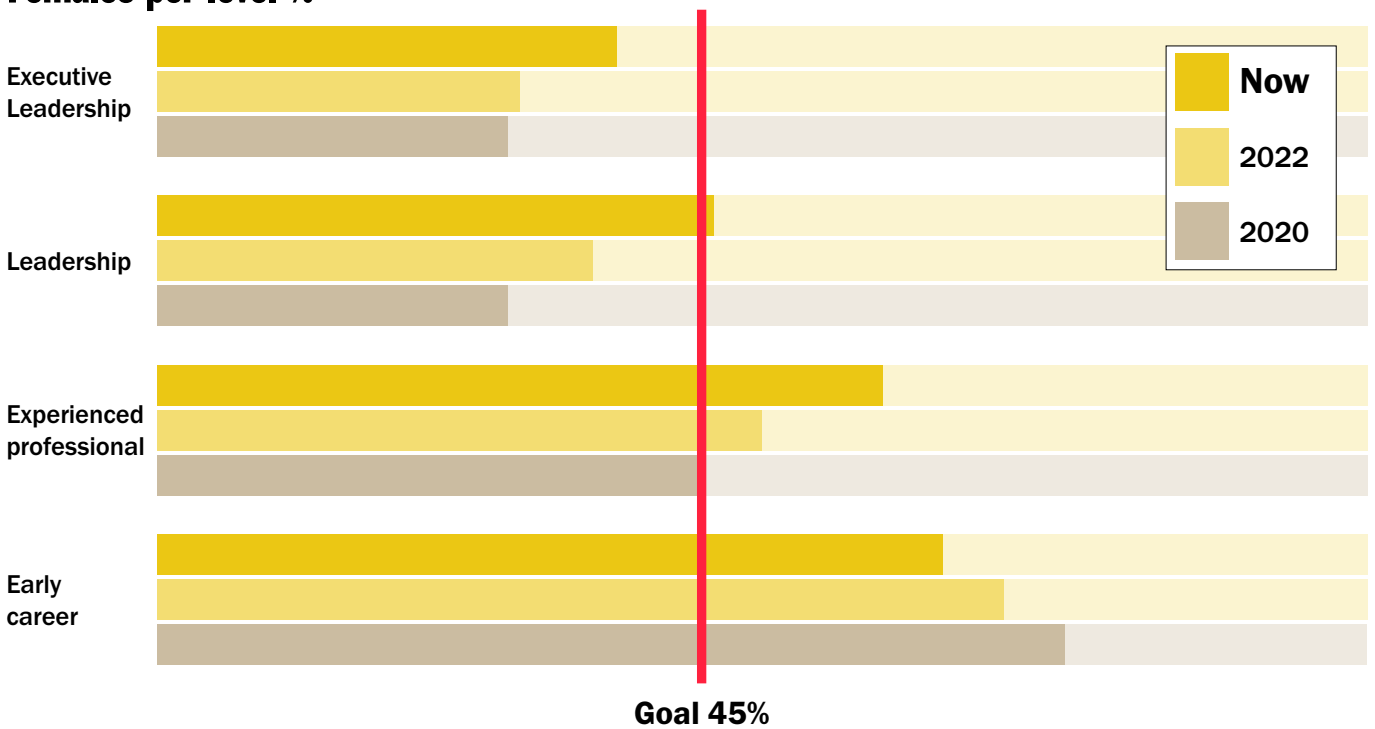


Architecture industry registrations
70% male / 30% female



51% : 49%
Organisation-wide gender ratio

Females per level %



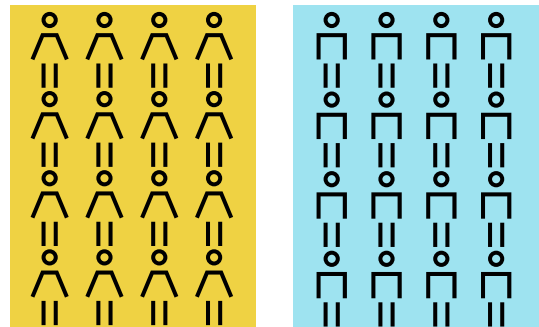
Hassell's gender pay gap

Our Organisational Gender Pay Gap (average) in our Australian studios

| | 2023 | 2024 | Progress |
|---|-------|-------|----------|
| Organisational Gender Pay Gap (average) | 21.6% | 18.3% | ↑ 3.3% |
| Median (midpoint) pay gap | 26.4% | 20.9% | ↑ 5.5% |

Shift in Paid Parental Leave Policy

From 12 weeks / 2 weeks (2023) to 16-weeks paid leave for all parents (2024). In the first year, we've seen an equal number of men and women stepping into caregiving roles.



Professional services industry primary parental leave
12% male / 88% female

Our diverse workforce is the key to fostering a culture of innovation, creativity, and design excellence.

ONGOING COMMITMENTS

- Targeting gender balance
- Competency and performance based-decisions
- Gender equal paid parental leave and equal parenting support
- Employee based Gender Equity Working Group
- Sustainable hours of work and flex policy
- Expanded careers pathways
- Leadership and development programs
- Continuous monitoring of pay practices and leadership accountability





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