



# DAVID JONES

*Gender pay gap*

2022-23

# GENDER PAY GAP

*Reporting in February 2024*

David Jones is committed to providing an inclusive and diverse workforce reflecting our customers and the communities in which we work.

We are proud of being an employer with a high proportion of women in our workforce and creating career pathways across all levels of the organisation.

We are dedicated to ensuring equal opportunities for all team members, irrespective of gender, we acknowledge the significance of addressing gender pay gaps, and continuously strive to create an environment where everyone is compensated fairly for their skills, experience and contributions.

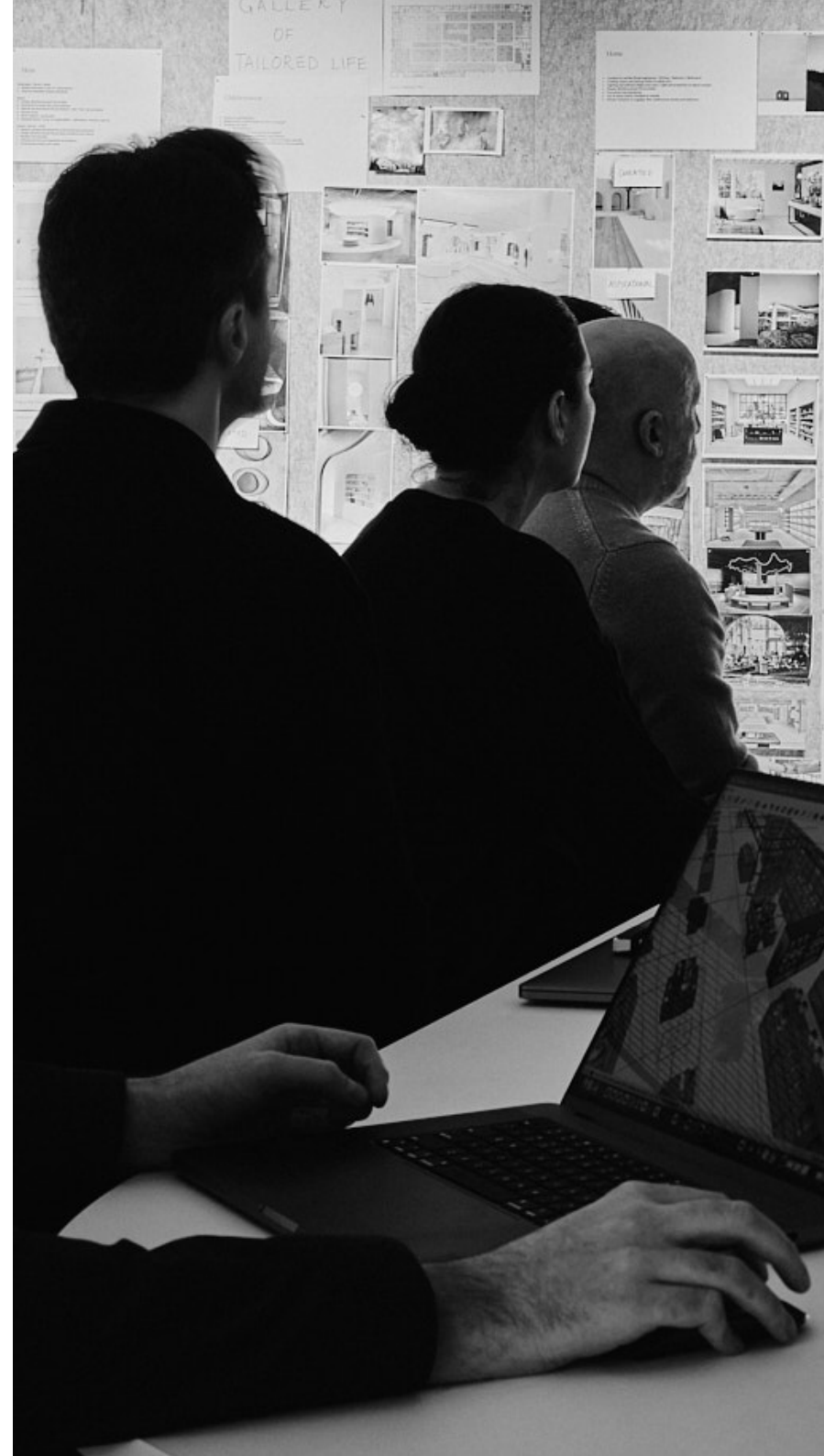
We recognise the importance of transparent reporting to address existing gender pay gaps and submit the following statement to provide additional context for David Jones' median Gender Pay Gap.

## MEDIAN GENDER PAY GAP

For the first Gender Pay Gap report published in February 2024, we present a median gender pay gap of -0.1% for the period dating 1 April 2022 to 31 March 2023 for both base salary and total remuneration.

This median gender pay gap has been consistent for the past three years in showing near equal median pay.

All Employees	2020-2021	2021-2022	2022-2023
Median Base Salary	0.0%	0.0%	-0.1%
Median Total Remuneration	-1.1%	0.0%	-0.1%



## OUR WORKFORCE

## DAVID JONES

David Jones employs a high proportion of women across all levels of the organisation including senior roles. However, men are disproportionately represented in the upper quartile for total remuneration.

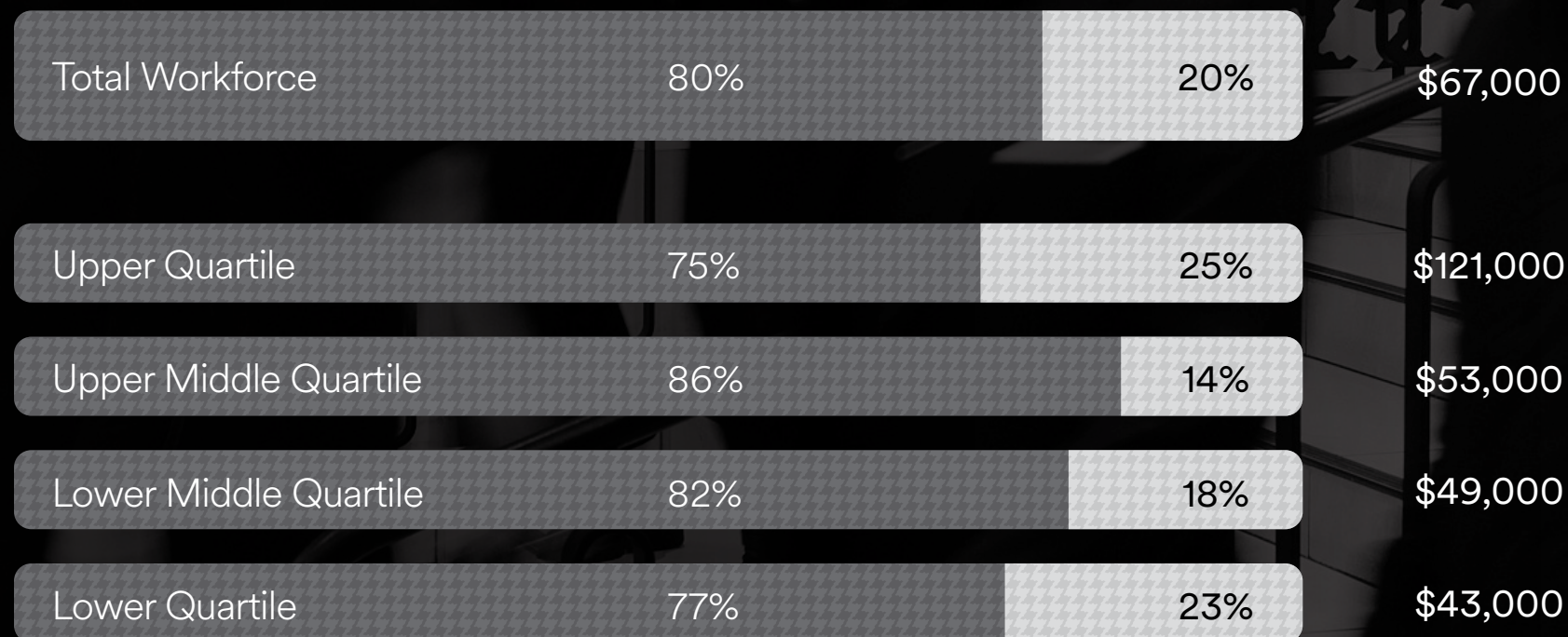
WOMEN



MEN



AVERAGE TOTAL  
REMUNERATION



## LOOKING FORWARD

While our median gender pay gap of near zero is a testament to David Jones' commitment to gender pay equity, we anticipate there to be a reported average gender pay gap in 2025 due to the recent changes in our Senior Leadership roles that will be reflected in the next reporting period.

Our commitment to pay equity is reflected in our policies and practices, which promote fairness, diversity, and inclusion. We actively monitor and assess pay data, analyse our remuneration structures and conduct regular audits to identify and rectify any discrepancies that may arise.

*We have actions in place to tackle the overall gender pay gap.*

- We are committed to understanding additional drivers of the average remuneration quartile insights, such as base salary or bonus structures
- We continuously review our gender pay equity strategy and make available a gender pay equity budget to rectify any gender pay equity discrepancies identified
- We will continue to use our talent management program to ensure female representation in succession plans for our senior roles including Executive members
- We use AI during our recruitment process to improve diversity through a fair interview process assessing candidates on objective insights not their appearance or backgrounds.
- We actively monitor the proportion of women participating in training programs compared to our overall proportion of women in the organisation
- We develop and implement clear initiatives in our Diversity, Inclusion and Belonging strategy to:
  - Level the composition of the workforce at each level
  - Promote female participation in our governing bodies
  - Make available and monitor the use of employment terms and support for families and those with caring responsibilities such as access to parental leave or flexible working arrangements on a temporary or permanent basis
  - Drive inclusion more broadly through our Allyship teams.

We understand the importance of ongoing evaluation and improvement, and we will continue to review our policies and processes in line with Workplace Gender Equality Agency best practice to ensure transparency, accountability, and progress in achieving gender equality within our organisation.



Louise Harding

General Manager People & Culture  
DAVID JONES