



# DAVID JONES

*Gender pay gap*

2023-24

# GENDER PAY GAP

Reporting in March 2025

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

We are proud to be an employer with a high proportion of women in our workforce and how we create 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.

In its second year of publishing Gender Pay Gaps, we submit the following statement to provide additional context for David Jones’ Gender Pay Gap.

## DAVID JONES’S GENDER PAY GAP

For the second Gender Pay Gap report published in March 2025, we present a continued near zero median gender pay gap for both base salary and total remuneration.

For the first time, we publish an average base salary and total remuneration gender pay gap of 14.9% and 18.9% respectively. Pay in the reporting period 2023/2024 was heavily influenced by the changes in the David Jones Senior Leadership roles following the acquisition by Anchorag e Partners.

While this average gender pay gap compares favourably against the Australia wide average GPG, it is larger than our Retail industry comparison group and we recognise the importance of a continued focus on gender pay equity actions as outlined in this statement.

All Employees	2021-2022	2022-2023	2023-2024
Average Total Remuneration			18.9%
Median Total Remuneration	0.0%	-0.1%	0.6%
Average Base Salary			14.9%
Median Base Salary	0.0%	-0.1%	0.0%

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## OUR WORKFORCE

David Jones employs a high proportion of women across all levels of the organisation including senior roles. Men continue to be disproportionally represented in the upper and upper middle quartile for total remuneration and the slight increase in their proportion from the prior reporting season is due to the stand up of our Technology function, a male dominated field.

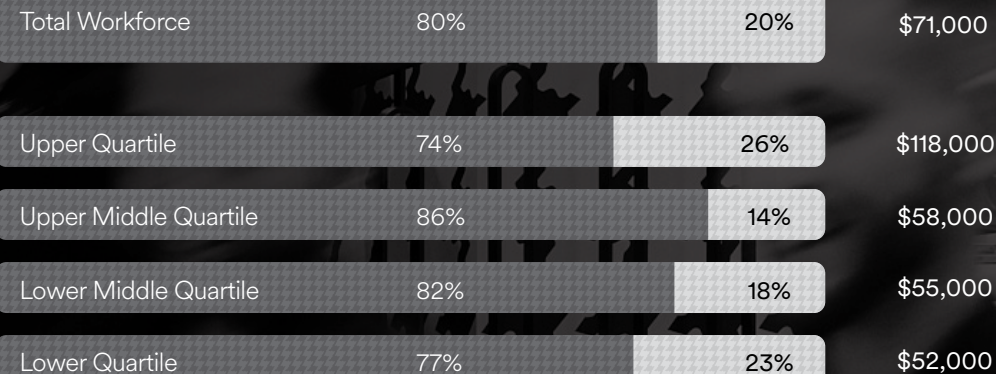
Pleasingly we have seen a decrease in the gap between upper and upper middle quartile average remuneration from \$68k to \$60k.

### 2024

WOMEN

MEN

AVERAGE TOTAL  
REMUNERATION

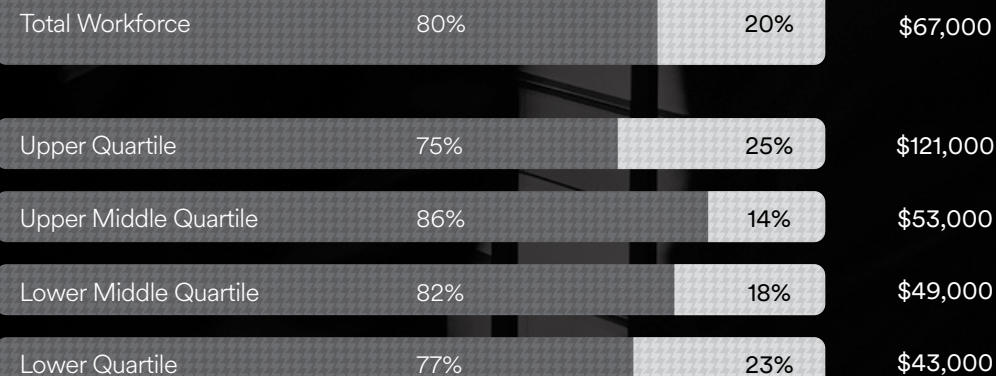


### 2023

WOMEN

MEN

AVERAGE TOTAL  
REMUNERATION



## ACTIONS TAKEN

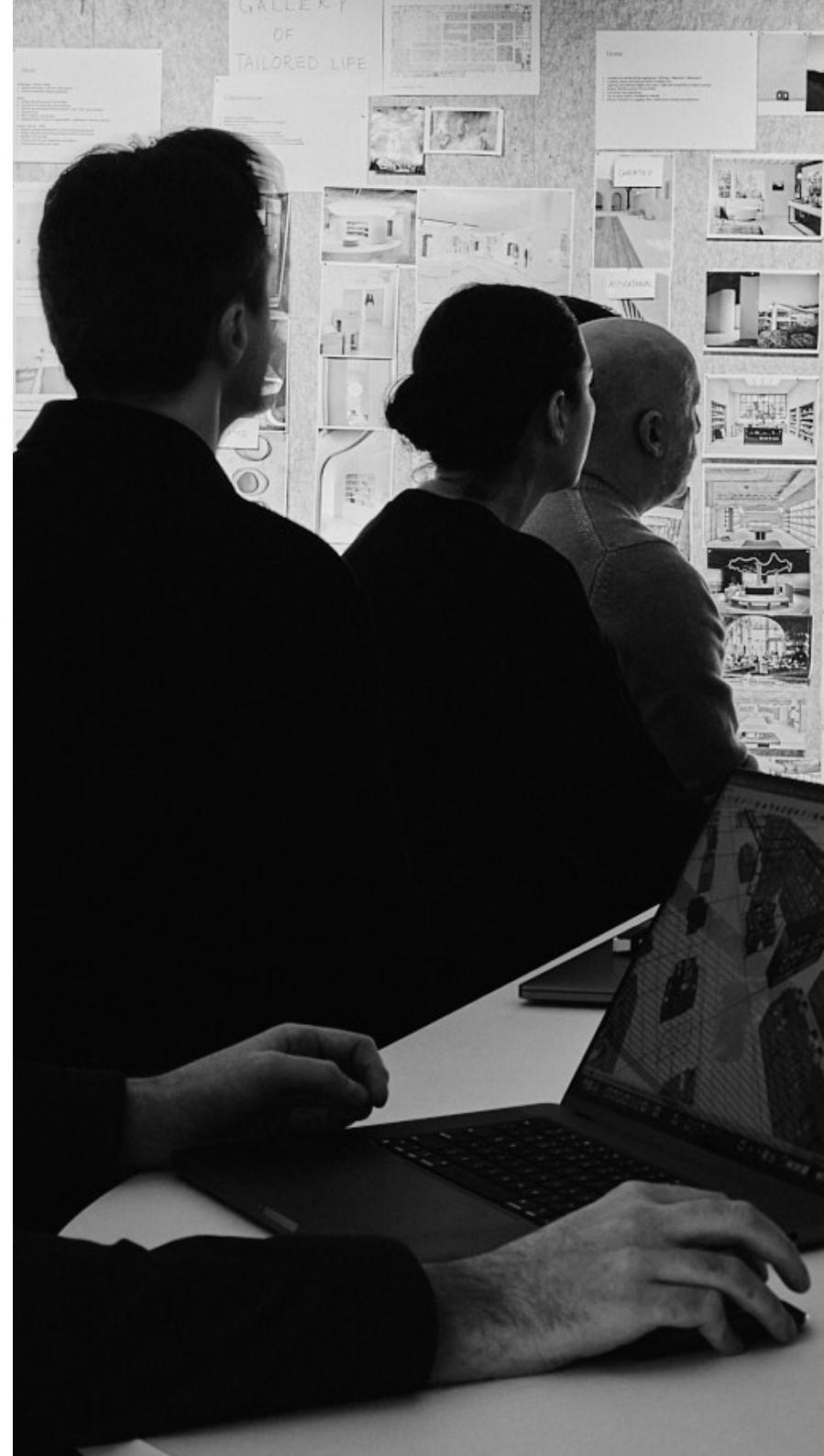
Over the past few years and with a renewed focus in FY24 and FY25 David Jones has continued to review all aspects of our policies and procedures that may impact Gender Pay Equity.

As part of this, David Jones has worked towards and achieved the WORK180 endorsement, meaning David Jones demonstrate internally and externally a genuine ongoing commitment to advancing women's careers.

In addition, we have:

- continued to review our gender pay equity strategy and have made available a gender pay equity budget during the annual remuneration review
- analysed incentives paid to understand gender bias when awarding bonuses
- analysed new starter remuneration to understand a gender bias when hiring new team members
- ensured that there is proportionate female representation in succession plans for our senior roles including Executive members
- monitored and where required adjusted the proportion of women participating in training programs
- analysed the use of flexible work arrangements identifying an opportunity to increase male participation in flexible work.

Our analyses have found opportunities when reviewing the distribution of performance ratings driving variable pay outcomes as well as when offering new starter salaries across the organisation. We have adjusted our practices accordingly to drive more equitable pay outcomes between men and women.



## LOOKING FORWARD

While our median gender pay gap of near zero is a testament to David Jones's commitment to gender pay equity, we know we have more work to do to lower our average gender pay gap.

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

In addition to actions already taken and to be continued in the future, we have planned additional initiatives to tackle the overall gender pay gap:

- Update calibration guidance for achievement ratings to consideration gender bias
- Update recruitment processes to address new starter remuneration discrepancies between new female and male hires
- Increase the uptake of men taking parental leave by showcasing DJ male team members using parental leave and flexible work opportunities
- Continued capability development for our female leaders developing succession opportunities.

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

