

Plenti's WGEA Employer Statement 2024 - 2025



At Plenti, our values guide our decisions. Reflecting on our core values and Diversity & Inclusion charter, we are dedicated to making improvements and fostering a workplace that is equitable, fair, and inclusive for all.

Plenti's initial report to the Workplace Gender Equality Agency has provided us with valuable insights into our status regarding gender equality and pay equity.

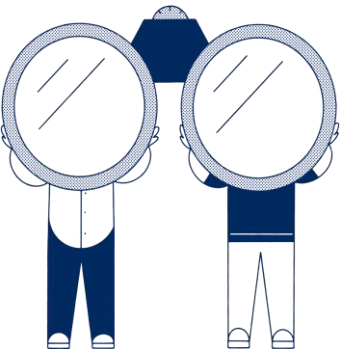
As part of our commitment, Plenti has performed a pay gap analysis comparing salaries for similar roles. We found that, in most positions, employees are compensated fairly and equitably, regardless of gender. However, our gender pay gap primarily stems from underrepresentation of women in leadership roles, particularly within the senior leadership and executive teams.

We have set key actions and priorities to hold ourselves accountable for our commitments. We will regularly review our strategies, gather employee feedback, and adjust our approach to ensure our actions remain relevant.

Our priorities:

- Streamline and implement a pay strategy that includes an annual gender pay gap analysis which assesses pay equity across all roles. This will support our leaders in making fair pay decisions during the annual performance and remuneration reviews.
- Establish diversity targets for departments and roles and update our recruitment strategy to boost female representation in leadership, senior leadership, and technology and sales positions.
- Expand our flexible work options and benefits to better support our diverse workforce.
- Enhance leadership skills among our leaders through targeted programs, focusing on female talent and emphasising the importance of gender diversity at all levels.

Our Commitment:



We acknowledge the gender pay gap and recognise that embracing diversity is crucial to our success, as it brings a wide range of perspectives and talents. By prioritising equitable pay, we attract and retain diverse talent while fostering a culture where every employee feels valued and empowered.

Together, with the strength of our team, we will build a fair and inclusive workplace that enhances our ability to serve customers and drives innovation.

Plenti's Gender Pay Gap

Pay Gap	Mean	Median	Industry Comparison (*2023 Financial Services & Technology combined)
Total Remuneration	19.5%	20.6%	24.5%
Base Pay	16.3%	16%	N/A

No Fintech Industry comparison available