

GENDER PAY GAP STATEMENT

2022-2023 Reporting Period

It is our mission to help people find fulfilling jobs and companies build happy, productive teams.

As a business we are committed to creating an increasingly inclusive and equitable workplace environment. Diversity and inclusion have always been at the heart of our culture with gender equality serving as a vital component.

Starting with leadership, we want to drive a long-term shift, fostering an environment where everyone can connect, thrive and grow.

At Robert Half Australia Pty Ltd ("Robert Half"), our employees embody the same core values of integrity, inclusion, commitment to success, and innovation. As a business, we strive to nurture a culture that acknowledges and challenges inequity, creating an environment where the contributions of all our employees can connect, thrive, and grow. This commitment prompts us to consistently evolve culturally, supporting women by empowering their careers and attracting and retaining diverse women through clear progression pathways. This, in turn, enhances the overall workplace experience for everyone.

Our inclusive work culture aims to ensure that every employee, irrespective of their identity, feels supported and respected. Alongside fostering a sense of belonging, we have observed that a work culture emphasising inclusion can amplify previously unheard voices, fostering an environment of respect and trust.

Gender pay gap reporting serves as an invaluable tool for achieving fairness and promoting better inclusion within the organisation. It enables us to assess the effectiveness of our programs and identify areas for improvement.

It's important to distinguish between equal pay and the gender pay gap. Equal pay concerns individual comparisons between a man and a woman performing the same job or different work of equal or comparable value, whereas the gender pay gap reflects the difference in average remuneration for men and women. We are committed to implementing initiatives that foster and establish practices that support improving pay equity.

Our remuneration strategy is crafted to attract, engage, and retain top talent in recruitment and corporate services. We benchmark our roles against industry standards and provide a performance-based compensation package that is completely transparent.

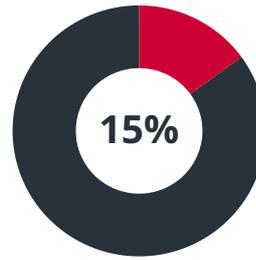
While our data for the reporting period indicates positive steps, we acknowledge that there's more to be done. We understand that valued and engaged employees perform better, benefiting both them and the company. By focusing on these areas, developing and enhancing our DEI programs, and leveraging all available data and feedback, we believe we can achieve even greater results in 2024.

Gender Pay Gap

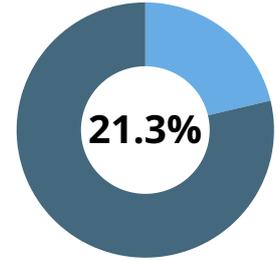
In the reporting period of 2023 (data as of March 31, 2023), our total workforce exhibited a gender split with 62% female and 38% male representation. As a recruitment firm, our disclosed gender pay gap encompasses both permanent employees and those engaged in casual assignments with our clients. Focusing solely on the Robert Half permanent employee group, the gender split stood at 52% women and 48% men.

Examining the median base and total remuneration pay gap, it becomes apparent that there is an imbalance. However, over the past three years, there has been a consistent reduction in this gap, decreasing from 20% to 15% over the last year. This decline signals a positive trajectory in addressing these imbalances. Moreover, the median base and total remuneration pay gap is significantly below the industry comparison group.

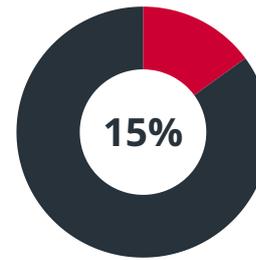
Robert Half Median Base Pay Gap



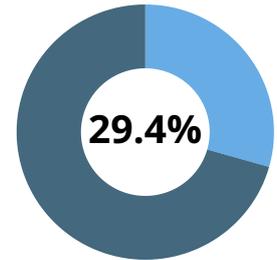
Industry Median Base Pay Gap



Robert Half Median Total Reumeration Pay Gap



Industry Median Total Remuneration Pay Gap

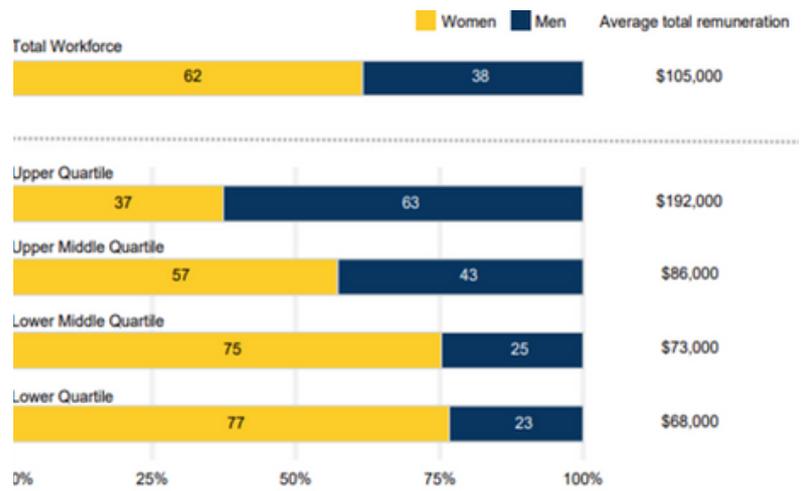


The alignment of the median total remuneration pay gap with the median base pay gap is indicative of the higher proportion of males in our senior recruitment positions. In these senior recruitment roles, bonuses are calculated on revenue earned. In contrast, our corporate and administration support employees operate on distinct bonus plans tied to individual and company performance.

Pay Quartiles

In the reporting period of 2023, 65% of all appointments, encompassing both new hires and promotions, including those into management positions, were granted to female employees. Our primary emphasis for the permanent employee population remains directed toward narrowing the gap within our senior leadership cohort, acknowledging the elevated ratio of men in the upper pay quartiles.

Given the structure of our business, which involves placing a significant number of casual workers on assignment with our clients, we acknowledge that this dynamic has an impact on our average total remuneration. This recognition underscores our commitment to addressing and understanding the nuances that contribute to the overall remuneration landscape within our organisation.



Inclusion of our Casual Workforce

Robert Half engages in placing casual workers with clients on assignment and actively supports them in identifying talent and placing these workers with our clients. The pay rates paid to our casual workforce are driven by our clients, however, Robert Half ensures that the pay rates paid to our casual workers are compliant with local laws any applicable underlying industrial instruments. This practice significantly influences the reporting distribution across our base pay and total remuneration, given the blended permanent employee and casual employee model inherent in our operations. Recognising this model is crucial in comprehending the nuances of our remuneration reporting and the varied factors that contribute to the overall compensation structure.

Our Inclusion Strategy

Fostering a gender-inclusive workplace extends beyond assurances of pay equity. Taking affirmative steps to enhance the inclusivity of our company for female talent constitutes just one facet of our broader initiative to cultivate a more diverse workforce. Robert Half is committed to ensuring all our employees are treated fairly and equitably. Our organisational journey towards greater inclusivity is an ongoing commitment, necessitating sustained efforts through programs that can positively impact individuals from all backgrounds. Our dedication to narrowing the gender pay gap is integral to a comprehensive DEI (Diversity, Equity & Inclusion) strategy. This strategy represents a steadfast, long-term commitment to establishing an equitable, diverse, and inclusive workplace centering around three pillars which address attraction, retention and the development and advancement of our employees. This commitment resonates throughout our core values— integrity, inclusion, commitment to success, and innovation. Additionally, within our DEI programming, we have implemented various initiatives explicitly designed to empower our female employees, ensuring that their professional development is characterised by equity.

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