



Gender Pay Gap Employer Statement.

Janison is committed to achieving gender equality and to providing fair and equitable remuneration for all employees. We support the principle of equal pay for work of equal value and recognise that addressing gender pay gaps is an important component of building a diverse, inclusive and high-performing organisation.

Janison's gender pay gap data reflects a range of structural and workforce factors, including the distribution of women and men across different roles, functions and seniority levels, as well as historical and legacy remuneration arrangements. It does not indicate that women and men are paid differently for performing the same or comparable roles. Our remuneration frameworks are designed to promote consistency, transparency and equity, and we regularly review pay outcomes to identify and address potential disparities.

In recent periods, Janison has made progress in strengthening female representation at executive and leadership levels and increasing the proportion of women appointed into professional, technical and commercial roles. We have also maintained strong outcomes in areas such as flexible work access and return-to-work rates following parental leave. These actions support greater workforce participation and help build more sustainable talent pipelines over time.

Notwithstanding this progress, Janison acknowledges that further work is required to reduce gender-based differences in average remuneration outcomes. To support this, the Board has endorsed a Gender Equality Action Plan for 2026–28, which sets out clear priorities to improve gender balance in higher-paid and under-represented roles, strengthen leadership accountability, and embed equitable recruitment, progression and reward practices across the employee lifecycle.

Janison will continue to monitor gender pay outcomes through annual Workplace Gender Equality Agency reporting and internal analysis, with oversight from the People, Remuneration & Nomination Committee. We are committed to transparent reporting and to taking practical, sustained action to support improved gender pay equity outcomes over time.