

Fyfe Pty Ltd is committed to gender equality and believes it is imperative for cultivating a workplace characterised by fairness, inclusivity, and sustained success. Through a dedication to ethical practices and social responsibility, Fyfe actively promotes equal opportunities by eradicating gender-based discrimination, and fostering an environment where all individuals can thrive, irrespective of gender.

Fyfe participates in the Workplace Gender and Equality Agency (WGEA) reporting annually and whilst we do not have set quotas, our participation in this report ensures we continue to monitor our progress towards achieving a higher proportion of female employees in our organisation and promotion to leadership roles.

The gender pay disparity within our organisation can be attributed to historically less women employed in the industry. When examining comparable roles, the compensation offered within our organisation is equitable. However, a notable imbalance emerges with the high proportion of men in senior roles. This reflects a broader gender disparity within our industry, where the proportion of men exceeds that of women. Recognising and addressing these patterns is essential for fostering a more inclusive and balanced organisation, ensuring that opportunities and advancements are accessible to all employees irrespective of gender.

The gender distribution at Fyfe comprises of 22% women and 78% men.

Fyfe has established a comprehensive policy and strategy for flexible working arrangements, offering support to employees with family or caregiving responsibilities. We proudly provide six weeks of employer-funded parental leave, accompanied by superannuation benefits during the parental leave period.

We provide support for parents and caregivers. Our aim is to enable everyone to actively engage both at home and in the workplace. Likewise, we are dedicated to ensuring that individuals serving as caregivers, regardless of the nature of their caregiving responsibilities, can effectively balance their commitments alongside their work responsibilities.

We support parents and carers and are committed to ensuring equal access to parental leave for employees of all gender identities and sexual orientations, so that everyone can fully participate at home and at work. Similarly, we are committed to ensuring carers of all types are able to balance caring commitments alongside work.

Emphasising diversity and inclusion, we are dedicated to breaking down gender barriers in career opportunities and advancement. Throughout our recruitment processes, we actively ensure the representation of all gender identities and remain steadfast in our commitment to achieving pay equity. Fyfe firmly believes that cultivating gender-balanced and diverse leadership, as well as talent pipelines, enables us to more effectively address the diverse needs of our customers.