

# Employer Statement

## Gender equity is a core part of IP Australia's business

IP Australia is committed to a diverse workforce that is representative of the broader population, and to ensuring all employees feel safe to be their true selves in the workplace. This includes proactively promoting gender equity by acknowledging and supporting everyone on the gender spectrum.

IP Australia aims to empower and encourage our staff to drive gender equality through flexibility, equal workforce engagement and representation, and innovative recruitment practices. This work is guided by our inaugural *Gender Equity Action Plan 2025–27* and supported by the *APS Gender Equality Strategy 2021–26*, our *Diversity and Inclusion Strategy 2023–26* and our *People Strategy 2024–27*.

## Gender pay gap

IP Australia is committed to ensuring a range of talent pathways are available to enhance long-term career advancement for people of all genders. We acknowledge the importance of fairness and equity for all our employees and actively monitor and analyse our gender pay gap to identify opportunities to reduce it over time.

As of 31 December 2023, our average total remuneration gender pay gap is 5.5 per cent. This remains below the December 2023 average total remuneration gender pay gap for the Australian Public Service, which stands at 6.4 per cent.

IP Australia's Gender Champion and Gender Equity Network meet regularly to discuss equality and gender issues. Our focus areas for gender equity at IP Australia include:

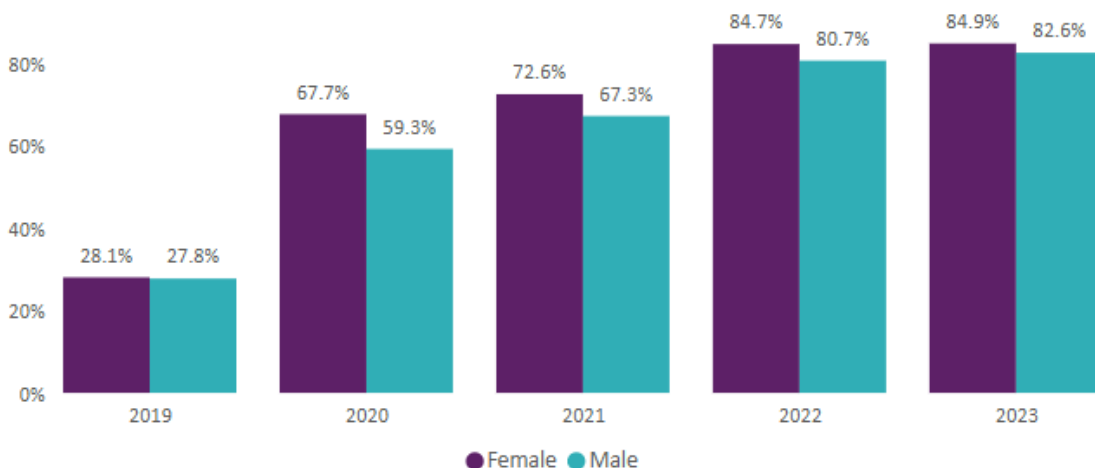
- Reducing the gender pay gap
- Ensuring equal access to flexible work
- Supporting equal workforce representation.

## Workplace flexibility

Flexible work is a core component of IP Australia's People Strategy. To remain competitive, IP Australia will continue to leverage our flexible work offerings to enhance employee experience, while ensuring operational requirements and organisational outcomes are met.

Flexible work location arrangements are the most common type of flexibility within IP Australia, accessed by 92 per cent of our employees. The uptake of these arrangements is comparable between males and females.

Uptake of flexible working location arrangements by gender



## A gender balanced workforce composition

IP Australia's gender representation has remained steady over time with female representation at 44 per cent or higher.

We are proud of our efforts to-date to balance representation at the executive level (EL), with females in 46 per cent of EL roles in 2023 which is up from 41 per cent in 2019. We are committed to building on these encouraging results through the actions outlined in the *IP Gender Equity Action Plan* to strive for gender equality at all levels.

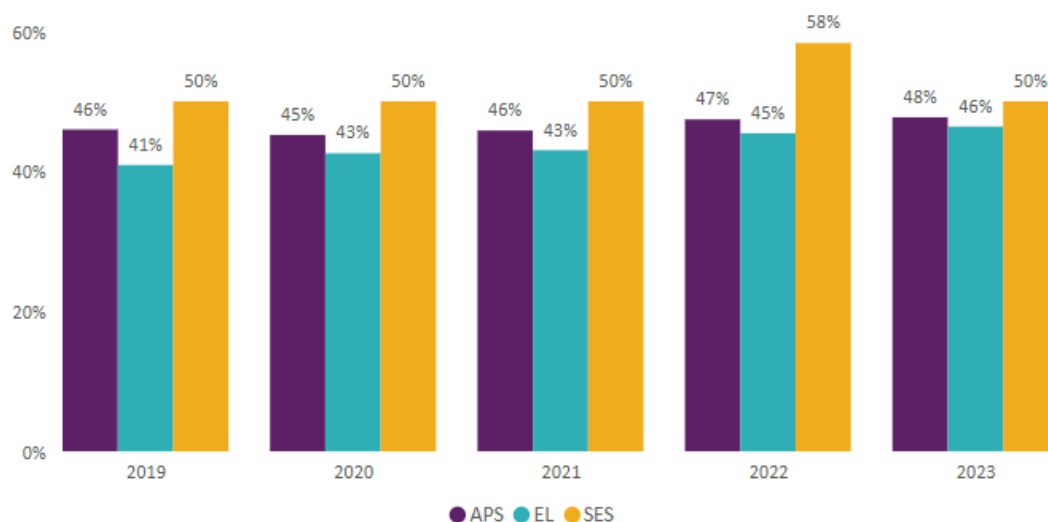
Our talent and development initiatives align with our goal of ensuring we have the capability to deliver on our strategic objectives both today, and into the future. We support organisational capability through performance development, succession planning, career pathways, and the right frameworks and tools that are fit-for-purpose in a hybrid work environment. IP Australia fosters a culture that supports connection and belonging, and ensures integrity is overlayed as part of everything we do.

### Gender profile



Female representation across all classification groups shows near parity for all cohorts.

### Female employees at APS, EL and SES classification levels



## Looking Forward

IP Australia is committed to achieving gender equality. We will continue to consult with our staff to ensure our policies and practices align with achieving our vision to move from an inclusive workplace to one in which everyone feels that they belong.

The IP Australia *Gender Equity Action Plan 2025–27* is our commitment to further embedding gender equality and equity into all that we do and aligns directly to our *Diversity and Inclusion Strategy 2023–26* under the four pillars of:

1. **Attraction** - our goal is to build a diverse workforce through increasing the representation of different diversity groups at every level of our Agency.
2. **Employee Experience** - our goal is to provide a workplace where difference is welcomed and everyone feels safe, included, valued, respected, empowered and accepted at work.
3. **Inclusive Leadership** - our goal is visible leadership, engagement and accountability in our workplace.
4. **Celebration and Connection** - Our goal is to build a connected workplace with shared values and a respectful and inclusive culture where everyone feels like they belong.