



2023-24 WGEA GENDER PAY GAP EMPLOYER STATEMENT

Updated as of March 2025.

This statement supplements the gender pay gap data published by the Workplace Gender Equality Agency (WGEA), providing further context on the Accenture Australia data and our commitments to achieving pay equity in the workplace.

Our commitment to pay equity

We are committed to pay equity and have processes in place to compensate our people fairly. Pay equity at Accenture means that our people receive pay that is fair and consistent when considering similarity of work, location, and tenure at career level. We conduct an annual pay equity review. As of our last review, which reflected pay changes effective 1 December 2024, we had dollar for dollar, 100% pay equity for women and men globally (certain subsidiaries, recent acquisitions, and temporary employees were excluded from the analysis).

Our performance and reward schemes are gender-neutral and we ensure we pay in line with the market and based on impact and skills. We use various methods, including market-leading analysis and remuneration reviews to ensure all our people are compensated fairly and equitably from the moment we hire them through the milestones of their careers.

The WGEA gender pay gap & organisational context

The WGEA gender pay gap reporting approach is designed to calculate the difference in both the median and the average between men and women, irrespective of level and job responsibility. This year, both the median and the average (mean) gender pay gap are published. Additionally, for the first time, WGEA has included CEO and Heads of Business pay data in the calculations to give a more accurate picture of Australia's gender pay gap.

Median gender pay gap

Accenture Australia's median gender pay gap for the 12 months ending 31 March 2024 stands at 16.0% considering total remuneration and 14.0% considering base pay. The gap has reduced from the previous year at 17.5% for total remuneration and 15.8% for base pay.

Average gender pay gap

Accenture Australia's average gender pay gap for the 12 months ending 31 March 2024 stands at 18.0% considering total remuneration and 13.8% considering base pay.

Gender pay gap drivers

The main driver of Accenture Australia's gender pay gap published by WGEA is a lower representation of women at our more senior career levels as the pay gap is not adjusted for any factors that affect pay such as level and job responsibility.

Actions and strategies

Accenture is committed to equality and our median gender pay gap in Australia continues to decrease because of our efforts. We will continue to use a data-driven approach to measure our progress on inclusion and diversity, proactively monitor our processes to ensure they are free from bias and work to ensure our people have the right skills, roles and behaviours to successfully advance in their careers at Accenture. Our action strategy includes continuing the practices embedded in our recruitment and performance management processes and providing training and leadership development opportunities.

As part of our talent strategy, we hire and develop people who have different backgrounds, different perspectives, and different lived experiences. We foster a culture and a workplace in which all our people feel a sense of belonging and are respected and empowered to do their best work. We are committed to helping all our people thrive, which includes ensuring inclusion and equal opportunity for all.

All employees and managing directors based in Australia as of 31 March 2024 were included in our 2023-24 submission to WGEA. This also includes all acquisition employees and managing directors of Accenture Australia as of this date.