



GENDER PAY GAP EMPLOYER STATEMENT

SPL is committed to fostering an inclusive and equitable workplace for all employees. We recognise that addressing the gender pay gap is essential to achieving our goals of fairness, diversity and equity. We are fully dedicated to identifying, addressing, and reducing the gender pay gap within our organisation.

Current Situation

We conduct an annual Gender Pay Gap Analysis as part of our ongoing commitment to fairness, diversity, equity and pay transparency. Our analysis indicates that the gender pay gap exists primarily due to the higher representation of men in senior, higher paying roles, rather than any inequality in pay for employees performing the same roles.

Actions taken since WGEA reporting

Since our last WGEA reporting period, we have made significant steps in improving gender diversity at senior levels. Notably, several female employees have been promoted into management positions and we have appointed a female board member, contributing to more diverse leadership within SPL. These appointments were based on merit which is consistent with SPL's goal of fairness.

Our Commitment to Action

SPL is committed to taking the following actions to reduce and ultimately close the gender pay gap:

1. Talent and Succession Frameworks: We will develop a framework to identify high-performing employees and ensure that both male and female talent are recognised and supported for future leadership opportunities.
2. Support for Employees Affected by Domestic Violence: We will implement processes to support effective referrals for employees experiencing or supporting victim-survivors of domestic violence. This includes access to resources, beyond our EAP, such as 1800RESPECT and other supportive services to ensure that employees have the necessary support during difficult times.
3. Improve Policies and Strategies: Leveraging WGEA's guidance, SPL will enhance and develop strategies that align with the six Gender Equality Indicators (GEIs), ensuring a focused and effective approach to closing the gender pay gap.

Looking Ahead

SPL is dedicated to continuous improvement in all areas of our operations. We understand that closing the gender pay gap is an ongoing journey, and we are committed to implementing meaningful, lasting changes that foster equality across all levels of our organisation.

This is an overarching statement which covers the following businesses:

SPL Holdings – ABN 85 600 456 808
Specialised Linen Services (Melbourne) – ABN 87 096 726 760
Specialised Linen Services (Adelaide) – ABN 37 610 545 974
Specialised Linen Services (Cairns) – ABN 45 605 037 189
Specialised Linen Services (Brisbane) – ABN 36 601 098 060
Specialised Linen Services (Perth) – ABN 55 611 100 371
Specialised Linen Services (Sydney) – ABN 79 115 941 010