

# Police Credit Union's commitment to Gender Equality

At Police Credit Union, our biggest strength is our people. We are committed to closing the gender pay gap and creating a workplace that is inclusive for all our employees. We embrace a broad range of views as this enhances our ability to make thoughtful decisions which represent our Members' interests. This in turn helps us provide our Members with a customer experience that is second to none.

Each year, Police Credit Union is required to submit a Workplace Gender Equality Report to the Australian Government Agency created by the Workplace Gender Equality Act 2012 (Act).

This report provides a snapshot on the gender balance within an organisation and reports on the average earnings of all male and female employees.

At Police Credit Union, our vision is to create a diverse workplace across every level, and we are pleased that the data from our latest report reflects this goal.

## Key takeaways from the report

We are pleased to report that our gender pay gap decreased in 2025 and sits below our industry comparison group benchmark. We anticipate further improvements to our gender

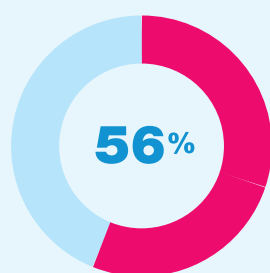
pay gap in future reports, based on appointments made since the reporting period.

As of 30 June 2024, 56% of our leadership roles were held by females, including 59% of our manager roles and 44% of our executive roles. Since the reporting period, the representation of women on our Executive Team has increased to 50%. Additionally, in the reporting period, we have achieved 50/50 equal representation of men and women amongst our Board of Directors.

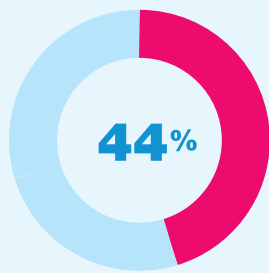
We firmly believe in our policies around merit-based recruitment and promotion, supported by policies relating to Fair Treatment and our zero-tolerance view on discrimination. This is reflected in our appointments and promotions for the period, of which 52% were women and 48% were men.

## Key takeaways from the report

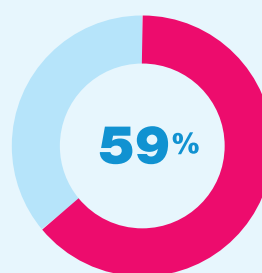
As of 30 June 2024, **56% of our leadership roles were held by females**, with the below breakdown.



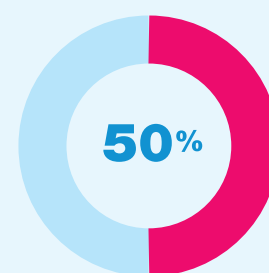
Leadership



Executives\*



Managers



Board of Directors

\*Since the reporting period, the representation of women on our Executive Team has increased to 50%.

## Understanding the pay gap

It is prudent to remember that salary gaps are influenced by experience, skills attained, credentials held and lengths of service. When analysing salary data from the WGEA report, a gender pay gap was identified and is largely attributed to one area, the Executive team. This is due to the seniority of positions and length of tenure of male employees within the team. The CEO and Deputy CEO at the time of the report had a combined 45 years of service to Police Credit Union between them.

In examining other areas and titles across the business, we found that equivalent job roles, were compensated equitably across gender.

## Key actions

### Family Leave Entitlement

Providing flexibility is important to Police Credit Union. We have implemented a Family Leave Entitlement to support primary caregivers in returning to the workplace after having children and balancing their work and family obligations. Staff who have taken parental leave are credited with 10 additional days of Personal Leave as soon as they return to work. Then they receive 12 days of family leave three months after their return to work and an additional 12 days after six months.

### Workplace flexibility

We have also increased our flexible work options to equip our staff to better balance their professional and personal responsibilities. Currently 55% of our employees have either regular or ad-hoc work from home arrangements in place. We additionally support flexible working hours to allow for school drop off and pick up times and have appointed part time employees into positions that previously required a full-time commitment. All employees have the ability to request flexible work arrangements and purchased leave (in addition to the 26-day annual leave entitlement).

An increase in workplace flexibility and family leave entitlement encourages a balance between professional and workplace responsibilities. This allows staff to continue to progress their careers regardless of traditional gendered responsibilities.

### Growth opportunities

We are committed to providing training and study opportunities to all our staff to foster self-development and improve career prospects and opportunities. Currently 10 employees are undertaking tertiary studies as part of Police Credit Union's Scholarship Program. 50% of our scholarship participants are female.

We recognise our staff annually through a variety of awards for their achievements throughout the year. In 2024, 16 staff members received individual awards, with 9 of these being female.



## Attracting and retaining talent

New vacancies including available appointments to our Board and Executive teams are promoted publicly. We utilise recruitment practices that aim to attract the right people for the right role. Task based assessments as well as psychometric assessments which compare a candidate's suitability to a role have no consideration towards a particular gender.

At Police Credit Union, we aim to have the most talented people with the right values in our roles irrespective of their gender, however we are committed to encouraging and valuing the diversity and perspectives of our team to achieve maximum organisational performance. Generous leave entitlements and flexible work arrangements allow us to retain these staff members and offer continual career progression.

It is critical to our success that our people reflect the Members we serve and the communities that we support. We hope our work in monitoring and improving gender equality and equity produces engaged teams who share their diverse insights to help drive innovative solutions. These innovations will further improve our Members' lives and achieve their aspirations and these will continually propel us to make strides in the Financial Services' Industry.

[View our Workplace Gender Equality Report.](#)