

Employer Statement

Closing the Gender Pay Gap

23 February 2026



Introduction

At Altius Group, we are committed to fostering a workplace that champions equality, diversity, and inclusivity. We are steadfast in our commitment to reducing the gender pay gap, ensuring that our practices reflect fairness and equity across all levels of our organisation. Our dedication to gender pay equity is embodied through our comprehensive policies, and the strategies outlined below which focus on closing the gap.

The Workplace Gender Equality Agency (WGEA) will publicly report our gender pay gap on their website on **3 March 2026**. Our current gender pay gap stands at **11.2%** for **Altius Group**.

Specifically, for subsidiary companies' the gender pay gaps are as follows:

- Altius Group Services Pty Limited 11.3%
- Innovative Physiotherapy Services Pty Ltd 6.3%

However, our ultimate goal is to achieve gender pay parity with a gap of 0.0%.

Understanding the Gender Pay Gap

It's essential to recognise that the gender pay gap is not a straightforward comparison of individual roles. Instead, it's a comprehensive calculation that considers all positions across the organisation. One significant factor contributing to our gap is the higher representation of females in admin and support roles compared to men.

Factors Contributing to the Gap

1. **Occupational Distribution:** We observe a higher representation of females in **admin and support roles** compared to males. Addressing this imbalance is crucial.
2. **Career Progression:** We recognise that career progression patterns may differ based on gender. We aim to create equal opportunities for growth and advancement.
3. **Employment Type:** All casuals are included in the WGEA calculation. The proportion of females who are casual is higher than males. This also contributes to the pay gap, as casuals on average are paid lower than permanent staff.

The Opportunity for an Employer Statement

WGEA provides us with the opportunity to upload an **Employer Statement** alongside our gender pay gap data. While this statement is **voluntary**, it allows us to provide context and insights into our approach. It's a chance to showcase our commitment to equality, transparency, and continuous improvement.

Strategies for Closing the Gap

1. **Transparent Compensation Framework:**

- We review our salary bands twice yearly and refine our compensation structure to ensure fairness.
- Regular salary audits will be conducted to identify and rectify any discrepancies.

2. **Equal Opportunities for Advancement:**

- We promote all open roles on our website and provide visibility to these opportunities through our communication channels.
- We encourage all employees to pursue professional development.
- Mentorship is encouraged to support career growth.
- Leadership positions are open to all qualified individuals, irrespective of gender.

3. **Flexible Work Arrangements:**

- We recognise that work-life balance is essential for everyone.
- Flexible work options are explored to accommodate diverse needs.

4. **Training and Education:**

- We will provide training on professional development, discrimination and EEO.

5. **Inclusive Recruitment Practices:**

- Our recruitment process focuses on attracting diverse talent.

Policies to support our Strategies

1. **Our Diversity & Inclusion Policy:** is at the heart of our commitment to gender pay equity. We strive to create an environment where diverse perspectives are valued and where every team member has the opportunity to thrive, regardless of gender. By cultivating an inclusive culture, we ensure that all decisions related to compensation, advancement, and recognition are free from bias and based solely on merit, skills, and performance.
2. **Promotions, Advancement, and Transfers Policy:** we believe that career advancement opportunities should be accessible and equitable for all team members. Our Promotions, Advancement, and Transfers Policy is designed to provide transparent and equal access to opportunities for growth and development within the company. This policy supports our goal of reducing the gender pay gap by ensuring that promotions and transfers are conducted fairly, based on objective criteria, and without regard to gender.
3. **Our Recognition Policy:** reinforces our commitment to gender pay equity by ensuring that achievements and contributions are acknowledged and rewarded equitably. We recognise and celebrate the successes of our employees in a manner that is fair, consistent, and gender neutral. This policy helps to prevent bias in recognition and ensures that all employees feel valued and motivated.
4. **Recruitment and Selection Policy:** The foundation of our commitment to gender pay equity lies in our approach to recruitment and selection. We are dedicated to attracting and hiring a diverse workforce, employing practices that are transparent, objective, and free from gender bias. Our Recruitment and Selection Policy ensures that all candidates are evaluated based on their qualifications, experience, and potential, promoting gender diversity and equity from the very beginning of their journey with Altius Group.

Measuring Progress

1. **Regular Reviews:** We commit to reviewing our progress annually.
2. **Reporting Transparency:** Our gender pay gap data will be publicly accessible, along with this statement.

Conclusion

Closing the gender pay gap is not only a legal obligation but a moral imperative. We invite all team members to actively participate in this journey toward equality.

By working together, we can create a workplace where everyone feels valued and rewarded fairly.