

Gender Pay Gap Employer Statement

Nick Scali Limited "Group" is committed to fostering an inclusive and diverse workplace.

We respect and value the contributions of all our employees.

As part of an ongoing review of gender mix and remuneration across all aspects of our business, we consistently strive to balance the business by recognising the best talent, hence focusing on pay for performance regardless of Gender.

We promote the principles of merit and fairness in all employment practices. This means people are selected because they are the best person for the job.

Currently our Gender Pay Gap for Total Remuneration is **8.4%**, which exceeds the Retail Trade Industry benchmark of **15.2%**.

Over the past 6 months we have identified the following areas of focus and made good inroads by:

- an increase of number women in senior leadership roles
- active awareness to decrease the gender pay gap overall

With our 718-headcount, split between Corporate Office, 108 Retail stores and multiple Distribution Centres, our workforce Gender composition for Total Workforce is quite balanced as detailed in WGEA 22/23 reporting below.



Internal promotions and movements are key to building our diverse teams, this is always our initial process allowing us to have a team with varied talents, tenure, and business knowledge to help us achieve our goals.

Nick Scali Limited will continue to review and develop policies and procedures to ensure a gender equal environment across our workforce.