

AUSTRALIA POST STATEMENT ON GENDER EQUITY

Our Commitment to Gender Equity

We're committed to driving equity and inclusion at Australia Post and delivering on our Gender Action Plan to close the Gender Pay Gap (GPG). Australia Post's GPG was released in May 2025 as part of the Workplace Gender Equality Agency's (WGEA) public sector employer reporting from the 2023 calendar year. Our median GPG was 1.2% in favour of women for base salary. When considering total remuneration, including overtime and shift penalties, our median GPG was 9.7% in favour of men, a slight improvement from the year prior. Australian Postal Corporation is 8.6%, Decipha 3%, Startrack Express Pty Limited 17.1% and Startrack Retail 13.8%. This compares to 18.3% in the private sector, and 11.9% in the transport, postal and warehousing industry, nationally.

Achieving gender equity requires sustained effort and accountability. While there's more work to do to close the GPG, we've made progress in driving gender equity at Australia Post, in a traditionally male-dominated industry.

We recognise the diverse needs in our workplace by committing to address systemic gender equity issues in role design and workforce planning, with aims to increase part-time roles, and creating an environment of flexible work arrangements, where possible.

Supporting Our People

We understand that balancing work and personal responsibilities is essential to the wellbeing and engagement of our people. That's why we're taking proactive steps to address barriers to gender equity and ensuring our policies and initiatives support our team members at different stages of their careers and lives. This includes paid parental leave for carers, along with resources to support working parents and families.

Our Respect@Work prevention and response plan also drives safety and inclusion, aiming to reduce or eliminate harassment (including sexual and sex-based harassment), discrimination, bullying, victimisation, and hostile work environments.

Hearing from employees on issues concerning gender equality in the workplace is important at Australia Post. In addition to our employee listening survey, we regularly meet with our team member resource groups and facilitate discussions with those with lived experience and our Leadership Team to continue to develop and nurture a fair and inclusive culture.

Embedding Gender Inclusion in Our Workplace

It's important that our governing bodies represent the communities we serve. Our board is currently six women (66.7%) and three men (33.3%).

We are working towards gender-balanced leadership, with a goal of reaching a 40:40:20 ratio (40% women, 40% men, 20% open to any gender or non-binary people) in senior leadership and total representation across the business by 2027.

We are committed to maintaining equitable pay practices. Our regular Gender Pay Gap reviews help identify and address discrepancies, ensuring that all roles are fairly compensated.

Driving Lasting Change

Throughout 2025, all team members are participating in the new phase of our culture program, Our AP Way – The Next Winning Chapter. This program fosters an inclusive culture where we support each other, delight our customers and communities, and build a sustainable enterprise for the future.

At Australia Post, inclusivity is at the heart of how we work. By aligning with our values, we are committed to making gender equity and inclusion an everyday reality, not just a goal.

Through ongoing action, transparent reporting, and a genuine commitment to inclusion and fairness, we will continue to build a workplace that supports and celebrates all team members.