



Workplace Gender Equality Agency Statement

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Tract first commenced reporting under Workplace Gender Equality Agency requirements in 2018. Our business and leadership are committed to achieving gender equality. Since 2021, Tract has reported annually to our employees on our progress in equality. Further, with the formation of our Diversity, Equity and Inclusion (DE&I) Committee, the scope of Tract’s annual reporting has evolved to encompass reporting on our DE&I progress more broadly, in addition to salary gap analysis and gender representation.

Tract is proud to celebrate our achievements. As a multi-disciplinary firm, it was difficult to derive meaningful understanding on salary gap analysis by only undertaking analytics across broad employee managerial level bands. In response, we developed our own more granular framework of measurement bands aligned with our disciplines and grading levels. Whilst enabling greater accountability, importantly this framework also facilitates timely identification, analysis and positive correction of anomalies.

Reflecting on Tract’s FY2023 data, we understand that our gaps are largely driven from the comparison of a longer tenure, gender imbalance of high performing senior employees against recently promoted individuals as our firm works through gender improved succession. Our outcomes also reflect positive impacts of our more recent initiatives around equality of career progression, supporting financial accessibility of business equity, flexible working and paid parental leave.

In 2024 our DE&I Committee are overseeing the review of our mentor program and creating a better understanding of part-time employment experiences of our team, including what it is like for parents returning from parental leave. Our aim is that the learnings and initiatives developed from this will continue to help support our investment in gender equality and continue to focus on closing our gap even further.

Deiter Lim
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