



Workplace Gender Equality Agency Statement

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At Tract Consultants, we continue to look beyond the standard WGEA dataset to understand what really drives our gender equality outcomes. Since 2021, we've taken a deeper analytical approach—examining like for like roles, career pathways, and the structural conditions that shape pay and representation. This additional layer of insight remains central to how we identify opportunities for improvement and celebrate where meaningful progress has been made.

Our senior leadership cohort continues to reflect one of our most significant shifts in recent years. Women now make up 47% of our top leadership roles, up from 45% the previous year, and a notable climb from 34% in 2019. This continues to reshape our leadership culture and strengthened the diversity of experience and perspective at the table. While representation has moved in the right direction, we acknowledge that our gender pay gap at senior levels remains influenced by legacy structures, which are slowly changing as numbers at our highest levels of leadership and revenue generation are balancing out.

This context matters, but so does our momentum. The women stepping into senior roles today—and those rising through our leadership pipeline—are instrumental to the future of Tract. Our commitment is not simply to representation but to development, sponsorship, and sustained opportunity. This is how we will continue to narrow the gap over the long term.

We are equally proud of the cultural shifts taking place across the broader organisation. Since 2020, we've seen a five fold increase in male employees taking extended or flexible parental leave. This change has been profound—not only in supporting parents to meaningfully share caring responsibilities, but also in creating space for the careers of their partners to grow.

Our Working Parents Group—bringing together parents and carers from across Tract—continues to help us understand what truly enables or hinders working parents. Their insights guide improvements that reduce barriers and create the everyday conditions in which families, and careers, can thrive.

Our 2024–25 WGEA outcomes show a small positive movement from the previous year, but the story underneath is one of continued progress, cultural maturity, and long-term investment. Change that persists is change that matters—and we remain firmly committed to evolving our workplace in ways that support equity, opportunity, and sustainable leadership diversity.

Deiter Lim
Managing Director, Tract Consultants