

2023 Gender Pay Gap Employer Statement

Context

International experience has shown that increasing the visibility of employer gender pay gaps is an effective catalyst for change on workplace gender equality. This includes progress on narrowing the gender pay gap and its drivers.

The gender pay gap is a universally recognised metric of workplace gender equality. However, it is a broad and highly contextual measure, and is one of several that can be drawn on to signal an employer's commitment to achieving gender equality in the workplace.

For this reason, Monash IVF Group has analysed the data and will be sharing the context of the gender pay gap below, including the actions we have agreed to undertake to address them.

Please note, this Employer Statement is an additional document that Monash IVF Group has elected to publish to provide further context to what the Workplace Gender Equity Agency (WGEA) has reported. To view all data that WGEA has published, including Monash IVF Groups Gender Pay Gap, you can visit the WGEA website as of 27th Feb 2024.

Overall Approach & Commitment

Monash IVF Group is committed to promoting a genuine culture of diversity, inclusion, and equality by embracing the inherent value of differences between people and the contributions these people make to our business. These differences can include gender, gender identity, language, ethnicity, age, religion, disability, sexual orientation etc.

Monash IVF Group values and is proud of its strong diverse and inclusive workforce and is committed to supporting and further developing this through attracting, engaging, and retaining diverse talent, and creating and maintaining a safe environment for all employees regardless of their gender, gender identity, language, ethnicity, age, religion, disability, sexual orientation etc.

Gender equality and diversity is important to Monash IVF Group as we are dedicated to ensuring that all employees are treated fairly and with respect.

Monash IVF Groups strives to create meaningful opportunities that empower individuals of all genders to reach their full potential. We recognise and support the workforce demographics and seek to enhance the available benefits and supports that are associated with this, addressing support for working parents, personal and professional development, career growth and gender pay equity. We aim to support the voices and experience of all.

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Gender Pay Gap Drivers

The factors that relate to the GPG for Monash IVF Group data relates firstly to employed clinicians that are included in the manager and professional classification and where their remuneration does not match like for like by others included within this category.

When considering the workforce as a whole, it is clear that MVF Group have a higher percentage of female employees, particularly in the nursing and sonography functions. This is recognised industry wide for the reproductive health sector, however we continue to strive for greater diversity in these specialisations.

Part Time		Full Time		Casual	
Total	404	Total	414	Total	112
Females	(391) 97%	Females	(360) 87%	Females	(107) 96%
Males	(13) 3%	Males	(54) 13%	Males	(5) 4%

Clinicians Context

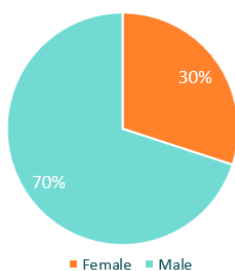
While male clinicians only make 1% of our entire employed workforce, the high qualifications that Drs require to perform their function and the remuneration that reflects this is a significant contribution to the overall Gender Pay Gap and is the largest driver in the GPG at Monash IVF Group particularly within the manager and professional categories.

As the highest paid category of employees within our business, the inclusion of our employed Clinicians in this group calculation requires further examination. Whilst our male employed Clinicians make up approximately 14% of the total male workforce, our female employed Clinicians make up just 2.3% of our total female workforce, which again distorts the interpretation and results derived from this broad analysis at a Group level.

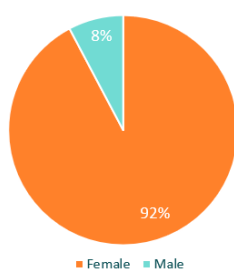
If clinicians were excluded from the calculations so as not to skew the data, the Average Gender Pay Gap would change to 13%.

Baseline data points that were used to understand these drivers consisted of analysis undertaken at various employee levels i.e., Job Category, Managers, & Non-Managers.

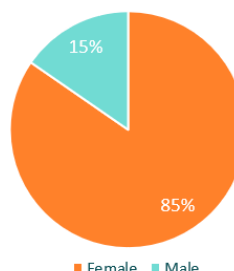
Monash IVF Group Board Gender Composition



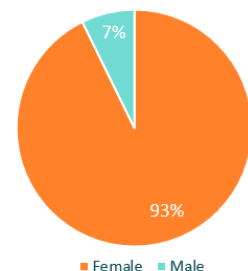
Monash IVF Group Gender



Management Gender Composition



Non-Management Gender Composition



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Attraction & Retention Drivers

- **Paid Leave Options**
 - These exceeds the minimum legal requirements i.e., IVF Leave, Parental & Partner Leave for birth and adoptive parents (12 weeks).
- **Flexible Work Arrangements**
 - More uptake ability for Admin/Office Staff
- **Employee & Family IVF Services Discount**
 - A discount for employees and immediate family to access our best-in-class treatments including associated services available from Monash IVF Group and subsidiaries.
- **Employee Assistance Program, TELUS Health**
 - This includes a variety of features to support wellbeing i.e., a comprehensive app, access to clinicians, self-guided wellbeing programs, searchable library of EAP content etc.
- **Salary Packaging People**
 - For Novated Leasing and salary packaging administration services

Actions & Strategies

To combat the gender-pay-gap, we prioritize gender composition and identify the most effective methods for attracting, retaining, and engaging employees in our workplace. The Workplace Gender Equality Agency (WGEA) suggests that implementing initiatives beyond pay and remuneration metrics can lead to substantial reductions in the gender pay gap over time. As such, Monash IVF Group is dedicated to prioritizing these strategies to ensure a reasonable reduction in the gender pay gap. This is why earlier in 2023 Monash IVF Group implemented a Fitness Passport to provide employees with access to discounted workplace health and fitness programs and implemented proactive strategies to support overall health and wellbeing our people.

Additionally, our Diversity & Inclusion Action Plan approved by the board in early 2023 included the following gender related goals:

Goal	Actions	Timeframe
Maintain gender diversity in leadership across the Group	<ul style="list-style-type: none"> • Maintain no less than 30% female representation in board composition and senior management positions. • Strive for 40% male / 40% female / 20% any gender balance across all leadership roles. • Review Talent & Succession planning reports to benchmark of gender representation in internal succession pipelines and establish targets for future gender diversity representation • CEO and Executives actively participate in forums promoting Women on Boards and in leadership. 	FY24
Enhancing benefits and support available to working parents	<ul style="list-style-type: none"> • Update our parental leave policy to reflect best practice and use it to promote 	FY23 & FY24

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	shared caring responsibilities between both parents	
Supporting employees experiencing domestic and family violence	<ul style="list-style-type: none"> Provide training to leaders and employees on identification of employees experiencing domestic and family violence and how to support them when working as part of a distributed workforce 	FY23
Partnering with external Subject Matter Experts (SMEs) to bring best practice thinking	<ul style="list-style-type: none"> Engage external third-party SMEs to review our existing policies, processes and systems to ensure they are inclusive and accessible to all and reduce the risk of unconscious bias 	FY23
Leveraging data to generate insights about diversity and inclusion such as gender equality	<ul style="list-style-type: none"> Gather the voice and sentiments of our people through employee engagement and experience surveys and use these insights to inform further action planning 	FY23