

# 2024-25 WGEA GENDER PAY GAP EMPLOYER STATEMENT

Updated as of February 2026.

This statement supplements the gender pay gap data published by the Workplace Gender Equality Agency (WGEA), providing further context on the Accenture Australia data.

## The WGEA gender pay gap & organisational context

The WGEA gender pay gap uses an approach designed to calculate the difference in both the median and the average between men and women; it does not take into account other factors that affect compensation, such as management level and job responsibility.

### Median gender pay gap

Accenture Australia's median gender pay gap for the 12 months ending 31 March 2025 stands at 13.6% for total remuneration and 12.8% for base pay. The gap is narrower than the prior year's gap.

### Average gender pay gap

Accenture Australia's average gender pay gap for the 12 months ending 31 March 2025 stands at 16.1% for total remuneration and 12.2% for base pay. The gap is narrower than the prior year's gap.

## Gender pay gap drivers

The main driver of Accenture Australia's gender pay gap published by WGEA is a lower representation of women at our more senior career levels as the pay gap is not adjusted for any factors that affect pay, such as level and job responsibility.

## Actions and strategies

Accenture is committed to equal opportunity, a workplace free from bias and providing all of our people with the opportunity to thrive and unlock their full potential. Our intention is to foster a culture and a workplace in which all of our people feel a sense of belonging and are respected and empowered to do their best work. We expect our leadership to foster this culture and embody our core values. We are a meritocracy. We work to avoid bias and ensure all our people have the right skills and roles to successfully advance in their careers at Accenture. Actions we take include offering employee networks, inclusive benefits including paid parental leave, and skill building partnerships.