

# WGEA Gender Pay Gap

Aristocrat Employer Statement

April 2024

Bringing joy to life through the power of play

## Aristocrat Employer Statement

Aristocrat strives to create an environment where every person feels a sense of belonging and can thrive and contribute to their fullest. As part of our “People-First” mindset we focus on recruiting, retaining and developing diverse talent with a range of backgrounds, skills and capabilities across the various countries in which Aristocrat operates. Aristocrat made further progress on gender diversity and equity this year, increasing the number of women in leadership roles and addressing the gender pay gap through investments in parity and policies that increase representation at all levels.

Our 2022-23 WGEA gender pay gap in favour of women (median gender pay gap for base salary (-11.1%) and total remuneration (-8.7%)) is due to us having a high proportion of women in Key Management Personnel (KMP)\* roles over the last 12 months. These roles are “one off” and are distinctly different so this should be considered when reviewing the pay differentials at the senior management level.

Our FY23 annual gender pay gap analysis, which takes into account a much larger proportion of our workforce, confirmed that our current remuneration practices are resulting in an overall fair and balanced pay structure in terms of actual remuneration outcomes and with consideration of other key remuneration practices, including performance management and equity grants. The analysis covered our four major markets of UK, US, India and Australia (encompassing approximately 75% of the employee workforce). At a macro level, identified gender pay differences (that may favour either women or men) are generally below 5%. Aristocrat’s FY23 gender pay gap analysis has resulted in the following actions being undertaken globally:

- Review of job profile alignment and re-test to see if any job profile changes have impacted the gender pay equity position.
- Review of performance rating outcomes to identify if there is any gender rating bias. Results indicate that this is not the case.
- We have a larger proportion of women in management levels 100-400 (i.e., entry level through to manager level). The recent pay review analysis indicated that a higher proportion of the available merit review budget was directed to employees at these levels.
- Introduce regular gender pay equity “audits” in addition to the gender pay equity reporting following remuneration reviews, including after a significant restructure, organisational change or as new employees are inducted as part of a significant acquisition or integration. We will undertake our next audit in February 2024 following the recent merit review increases being applied.
- Develop and implement training and communication material on pay parity for the People & Culture community. As we undertake each annual pay review, managers are reminded to address any outstanding pay differentials in roles with both genders represented and this forms part of our annual pre-review training.
- A further diversity enhancement is planned for FY24 encompassing voluntarily disclosed race and ethnicity data in our main locations and undertaking further analysis to identify if there are any pay differentials for these groups that have self-identified relative to the broader employee population.
- Enhance gender pay equity reporting, including in any jurisdictions where this is now a mandatory compliance requirement and where we meet reporting minimum requirements. This was undertaken in Australia, the UK and Canada in FY23 and is planned for FY24 across the European countries where we have employees.

We recognise the broader point that increasing the representation of women, especially within particular regions and functions where women are underrepresented, would also help to prevent any pay gaps

emerging. Aristocrat is committed to the advancement of women and will continue to focus on the hiring, development and retention of women across the global organisation.

*\* Definitions applied under the WGEA Act may differ from other reporting definitions such as the Australian Corporations Act. For example, the use of "Key Management Personnel" refers to those persons who have authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly. A defining feature of KMPs under this definition is that their influence is at the entity level. They are likely to be functional heads such as head of operations or head of finance and direct how that component contributes to the entity's outcome, with a strategic focus.*