



# WGEA Gender Equality Report

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## Our Commitment to Gender Equality

Escient is committed to promoting and upholding gender equality as a key component of our belief in and commitment to overall equity in the workplace. We recognise that fostering an inclusive environment, where individuals of all genders have equal opportunities, rights, responsibilities and rewards, is not only virtuous but also a strategic imperative for our organisation's success.

Gender equity is crucial for cultivating a diverse and dynamic workforce, which in turn drives innovation, creativity, and productivity. We have long believed that by embracing diversity, including gender diversity, we unlock a wealth of perspectives and talents that contribute to our organisation's resilience and ability to adapt to an ever-changing global landscape.

Our commitment to gender equity extends beyond mere compliance with legal and ethical standards. It reflects our core values of Selflessness, Courage, Creativity and Empathy and belief in fairness, justice, and the fundamental principle that everyone should have the same opportunities to thrive, regardless of gender. We are dedicated to fostering a workplace culture that empowers all individuals, irrespective of gender, to reach their full potential and contribute meaningfully to the success of our organisation.

We understand that achieving gender equity requires ongoing efforts, education, and advocacy. Therefore, we actively work towards eliminating gender-based discrimination, bias, and stereotypes within our organisation. We work to ensure that merit and capability are the sole determinants of success, and we are committed to providing equal opportunities for career advancement, training, and professional development.

By focusing on gender equity, we aim to create a workplace where every individual feels valued, respected, and supported. Our dedication to this cause is not only a reflection of our organisational values but also a strategic investment in a sustainable and equitable future. Together, we will continue to foster an environment that celebrates diversity and ensures that all members of our organisation, regardless of gender, can thrive and contribute to our shared success.



# Our Gender Pay Gap and Organisational Context

As of March 2023, our organisation's gender pay gap stands at 5.5%, compared with the industry gap of 17.3%. This is a reduction of 9.8% from the reporting period of 2021-22 and reflects our commitment to continuous improvement.

## Gender pay gap over time

All Employees	2020-2021	2021-2022	2022-2023
Average (mean) total remuneration	3.4%	15.3%	5.5%
Median total remuneration	5.6%	12.2%	7.1%
Average (mean) base salary	3.5%	3.6%	4.5%
Median base salary	5.7%	5.1%	8.6%

We acknowledge that historical factors and societal norms have contributed to the existing gender pay gap. Since our commencement Escient has always had a higher percentage of women overall making up its workforce, nonetheless we recognise the need for targeted efforts to proactively continue to maintain equity in our workforce.

Drivers that contribute to our gender pay gap, include unconscious biases in performance and promotion review processes, and the underrepresentation of women in more senior consulting roles. We are committed to identifying and mitigating these drivers through proactive measures to create a more equitable and inclusive workplace.

At Escient we complete our own analysis of salaries annually, tracking elements such as gender salary equity based on our internal job roles and year on year salary growth of males vs females to ensure that they are equitable.



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## Our Actions

We have a multifaceted approach to narrowing the gender pay gap.

### Recruitment

We actively review our recruitment processes to eliminate biases and ensure equal opportunities for all employees.

### Retention

We have introduced a number of family-friendly policies, such as flexible work arrangements and paid parental leave, to support a more balanced distribution of caregiving responsibilities. We have a plan in place to review these arrangements annually.

### Progression

We are investing in leadership development programs to empower women at all career stages, providing them with the tools and resources needed to excel in their roles. We are also committed to promoting diversity in leadership by setting measurable targets for gender representation in executive positions and leadership roles. We review our promotion processes annually to ensure that all promotions are considered on merit and capability.

As part of our ongoing commitment to gender equity, we regularly assess our progress and adjust our strategies as needed. By fostering an inclusive and diverse workplace, Escient aims not only to narrow the gender pay gap but also to create an environment where all employees can thrive and contribute to the organisation's success without facing discrimination or bias. We believe that achieving gender equity is not just a goal but a fundamental aspect of our organisational identity and a key driver of our long-term success.