

WGEA Gender Pay Gap Reporting: Bartier Perry Statement

February 2025

Bartier Perry continues to embrace the accountability and transparency provided by the WGEA Gender Pay Gap reporting system in measuring outcomes and assessing gender pay gap initiatives.

We are encouraged that the long-term strategies we have implemented to address this important issue continue to deliver year-on-year improvement. However, we remain dissatisfied at the pace of change.

Our legal talent pipeline, from graduate to senior associate, reflects the gender mix we are seeing coming up through the legal profession. Our focus is firmly on retaining this mix through to senior leadership roles.

Our goal is to reach our 40-40-20 partnership target, which in turn will help close the gender pay gap.

Examples of our initiatives include:

- In the current strategic period 100% of lateral hires were female and 33.3% of Partner promotions were women.
- Since 1 July 2024 we have made 27 senior promotions – 74% of these were women.
- Gender targets for senior leadership.
- Annual like for like analysis of pay, which indicates we are paying women and men equally and competitively in like for like roles.
- Targeting female talent in lateral recruitment.
- Training leaders on actions to enhance gender equality and address unconscious bias.
- Structured coaching, mentoring and sponsorship programs to support our women talent into leadership.
- Salary benchmarking at recruitment and annually during remuneration reviews to ensure market competitiveness and pay equity in like for like roles. This also helps to remove subjective factors that can contribute to a gender pay gap.
- Western Sydney University Scholarship programs supporting female law students.
- Supporting staff returning from extended leave (eg parental leave) through our Return-to-Work Program.

Supporting change is a key priority for myself as CEO, our Board and shareholders. We know that closing the gender pay gap is fundamental to a strong, equitable and diverse workforce.

Riana Steyn

CEO – Bartier Perry