

JANA Gender Pay Gap Employer Statement (2022-23)

February 2024

JANA believes in leveraging the diversity of our people to create exceptional outcomes for our clients. We strive to have a lasting impact on the future of our people, clients, industry, and communities. We are an 100% employee-owned business with over 140 employees. Our average total remuneration gender pay gap is 20.3%, with the median total remuneration at 38.1%, whilst our average (mean) base salary is 17.2% with the median base salary at 34.3%.

JANA recognises that we do have a greater weighting to male employees, particularly at more senior levels. With historically low levels of turnover, our focus has been on addressing any gender bias in remuneration in like-for-like roles, promotions outcomes, recruitment and retention initiatives.

Over the past 3 years, JANA's leadership team has increased from 36% female composition to 63% and in December 2022 appointed a female CEO, Georgina Dudley. Our board composition has also increased from 20% female representation to 60% with a female chairperson, Fiona Dunn. Our female promotions have increased from 29% to 40% of total promotions. We have recruited 28 women since 2020, totalling 41% of all new hires.

JANA consistently reviews pay (including salary and bonus) and performance by gender each year during our formal remuneration review process to ensure there is no gender bias in like-for-like roles. We also review salaries for new starters against similar roles to ensure equitable remuneration for like roles.

Role descriptions and job ads have been reviewed to ensure gender neutral language and focus on competency-based requirements to increase the proportion of female applicants. We also offer flexible working with hybrid working (office and at home) and 15% of our workforce choose to work part time. Our promotions process has been amended with a greater focus on competency-based criteria, and we have seen an increase in our promotion outcomes for women as a result.

JANA continues to focus on gender through our Diversity Equity and Inclusion strategy and working group who are responsible for implementing strategies which positively impact gender equality. JANA also funds the membership of all female staff in Women in Super.

JANA has been a partner with Future Females in Finance since April 2020 which provides a mentored program for female university students to assist in increasing the number of females entering a career path in investments. Through this partnership, we are providing young women with the opportunity to experience the breadth of careers available in financial services, and encourage them to be part of our future through our talent pipeline.

In 2023, JANA was proud to be certified as a Family Inclusive Workplace™ by Family Friendly Workplaces in recognition of our progress in providing a workplace where employees can effectively manage their work and family life commitments.