

JANA Gender Pay Gap Employer Statement (2023-24)

February 2025

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 a 100% employee-owned business with over 140 employees.

We have shown progress in reducing the gender pay gap over the last past year. Our average total remuneration gender pay gap for 2023-24 is 9.7%, down from 20.3% the prior year and our median total remuneration is 24.1%, down from 38.1% in 2022-23. JANA's average (mean) base salary gaps has reduced from 17.2% in 2022-23 to 11.2% in 2023-24 with the median base salary reducing from 34.3% to 22.5% in 2023-24.

Whilst these results have been pleasing, JANA recognises that we continue to have work to do on gender composition with 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.

JANA continues to have strong representation of females (50%) on the leadership team, 75% of those are part time. Our board composition remains at 60% female, including a female chairperson. Our female promotions were 41% of total promotions during the 2023-24 reporting period.

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, and we review salaries for new starters against similar roles to ensure equitable remuneration for like roles.

We have also conducted a specific pay gap analysis which identified a positive wage gap to females in the Manager category, and a greater negative wage gap to females in the Non-Manager category. However, when we analyse the wage gap by salary level, the gender gap is 7% or lower on average base salary across our four salary levels (excluding the CEO), and one salary level has a positive wage gap to females by 4%.

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. We have been pleased to see that males took 57% of all parental leave during the reporting period which sets a positive example for other men in the workplace.