

At Ethos Urban we understand that representation matters. We are committed to creating a culturally diverse and gender equitable workforce.

Therefore, Ethos Urban is dedicated to our Gender Representation strategy of 40-40-20. This is a workforce composition of 40% males; 40% females and 20% any gender (Including non-binary)

An area where Ethos Urban has achieved a positive result is with our Board representation. Our Board representation consists of 60% males and 40% females (specifically, three males and two females). This exceeds the national benchmark which is currently 34% female representation.

For the financial year 2022 – 2023 our wage gap is 27.6%. The drivers for this result are the following:

- Workforce composition: 55% males and 45% females.
- Senior Leadership has 50% more males than females.
- Noting Ethos Urban does not have parity at the cohort level

In an industry that is male dominated the above wage gap shows there is still more work to do. We aim to break the barriers and stereotypes and create a workforce that encourages female participation and career growth.

We have several initiatives that will enable Ethos Urban to achieve this goal, for instance:

- 1. Female Leadership Development Programs:** dedicated programs with the key focus to build the required skills to navigate and grow within their career.
- 2. Female Network Group:** a group where female employees can build networks and engage on a platform that discusses issues impacting females.
- 3. Talent and Succession Planning:** talent and succession plans that focus on recognising high potential females and implementing development plans with the aim to promote them into the appropriate senior level roles.
- 4. Promotional opportunities:** bi-annual promotional opportunities recognising that every employee's development stage is different and allowing promotional opportunities twice a year.
- 5. DE&I committee:** this committee is responsible for driving many of our cultural initiatives along with raising awareness and appreciation of our diverse workforce.
- 6. Transitional Coaching:** structured coaching sessions which support our employees through their key life milestones for example preparing for parental leave; returning from parental leave and retirement.
- 7. Company Policies such as:**
  - *Paid Parental Leave Policy:* both males and females are eligible. Ethos Urban pays the full salary (for 18 weeks) whilst on parental leave.
  - *Flexible Working Policy:* a very generous flexible working policy which includes remote working; compressed working hours; change to start and finish hours and working full time or part time.

All the above are contributing to creating a workforce that is gender equitable. However, we are constantly reviewing these and asking ourselves is this enough and what more can we do.