



Workplace Gender Equality Agency Statement

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Since 2021, Tract Consultants has supplemented its review of WGEA data by preparing further analytics which more closely scrutinize outcomes across like-for-like employee roles. Our findings support Tract in understanding where we are doing well, and which areas are key contributors to our current gap.

Across our senior leadership cohort, Tract has a gender ratio of 45:55 women to men. This gender mix is reflective of significant advancement in recent years of the number of women holding senior roles at Tract. However, there is still a significant skewing of the gender pay for this cohort, which is a combined result of several factors including more longer-term experienced men in positions of seniority and men with significant revenue generation performance outcomes, including for the first time, requested by WGEA, the inclusion of the singular CEO equivalent.

From 2019 where women made up 34% of those in these highest roles, to 45% now in 2025, we reflect with pride on the positive changes that have been made over this time, as we equally look forward, determined to continue this improvement.

We know these women, and all those who have been recently promoted into these roles are critical to the future of Tract Consultants. Tract Consultants is committed to fostering the continuing professional growth and development of our senior women, which will in turn bring further reduction to our gap.

We're proud to have initiatives that give support to all our employees and reduce barriers that have traditionally impacted women the most. Since 2020, we have seen five times as many male employees taking extended and flexible parental leave, facilitating greater sharing of parenting responsibilities, and greater opportunities for all parents to spend time with their young children. As a result, enabling working opportunities beyond our own organisation for their respective partners. We pay superannuation on all parental leave pay, including that coming from the government until the government parental leave superannuation payments kick in. We have brought together a representative group of working parents, with women and men represented, to help identify what makes it hard to be a working parent, to implement supports and reduce barriers.

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