

# **Rest employer statement: WGEA gender pay gap data**

February 2026

## Our commitment to diversity, inclusion and gender equality

As a super fund representing a diverse membership of over 2 million, including more than 1 million women, we know closing the gender pay gap is a vital step towards equity in our financial system.

We also recognise driving diversity, equity and inclusion (DE&I) in our workplace is key to seeing our people reach their potential and can help us achieve more for our members.

To support this commitment, our DE&I Strategy and Policy provide a robust framework geared toward fostering a fair, inclusive and flexible workplace. This helps us attract and retain talented individuals from diverse backgrounds.

Our commitment to DE&I is an important part of our broader focus on delivering the best possible retirement outcomes for our members, which includes supporting actions for a better, fairer and more sustainable future. These efforts are aligned with the United Nations Sustainable Development Goals (SDGs). SDG 5 Gender Equality is one of Rest's 5 priority SDGs. You can read more about Rest's Sustainability and Responsible Investments approach [here](#).

## About our gender pay gap

### What is the gender pay gap (GPG)?

The Workplace Gender Equality Agency (WGEA) defines the gender pay gap as the difference in average or median earnings between women and men in the workforce. This is different from equal pay, which is about people being paid the same income for the same or comparable job.

### What is Rest's gender pay gap?

WGEA data shows Rest's average (mean) gender pay gap for total remuneration (this includes salary plus incentives) is 9.6%, showing our ongoing improvement year on year. This compares to a Financial and Insurance Services industry gap of 21.4% and a Superannuation Services industry gap of 12.7%\*.

The WGEA data shows Rest's average and median total remuneration and base salary gender pay gaps continue to decrease and track well below industry comparison rates.

### Rest pay gap over time

This table shows Rest's gender pay gap over time. A positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men.

In the 2024-25 reporting period, Rest's GPG remains consistently lower than that of its financial industry peers.

All employees	Rest 2022-23	Rest 2023-24	Rest 2024-25	Financial Services* Industry 2024-25	Super- annuation Industry^ 2024-25
Average (mean) total remuneration	15.3%	10.6%	<b>9.6%</b>	21.4%	12.7%
Median total remuneration	10.3%	11.0%	<b>7.7%</b>	20.9%	13.9%
Average (mean) base salary	14.6%	9.0%	<b>7.9%</b>	18.6%	11.2%
Median base salary	14.3%	10.6%	<b>9.3%</b>	19.5%	13.9%

Source: WGEA Industry Benchmark Report, 2025

\*Workplace Industry Classification Groups (WICGs) are based on Australian and New Zealand Standard Industrial Classification (ANZSIC). Our Industry Group is Financial and Insurance Services and subgroup is Superannuation Funds.

## Rest gender composition 2024–25

Rest had a gender composition of 48% women and 52% men in the last reporting period\*. We have a gender diversity target of 40:40:20 (40% women, 40% men and 20% any gender) for our Board and Executive Leadership Team, which is currently achieved.

*\*Source: WGEA Reporting: Executive Summary, Rest, 2025. Reporting period 1 April 2024 – 31 March 2025.*

## Addressing our gender pay gap

Rest continues to focus on closing our gender pay gap and fostering gender equity through targeted actions towards meaningful progress.

This includes pursuing established gender targets across Rest senior management, a continued focus on fair and equal employment and recruitment practices, leadership capability, supporting female mentoring and development, succession planning, facilitating bias-free internal mobility processes and sustained support for gender neutral parental leave and other flexible caring arrangements. This also includes formally reviewing pay equity on a six-monthly basis and a continued focus on supporting a strong pipeline of industry talent.