

Rest employer statement: WGEA gender pay gap data

February 2025

Our commitment to diversity, inclusion and gender equality

As a super fund representing a diverse membership of 2 million, including more than one 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 workplaces is key to seeing our people reach their potential and best support our diverse membership.

To support this commitment, our DE&I Strategy and Policy lay out a robust framework geared toward fostering a fair, inclusive and flexible workplace and culture that attracts and retains talented individuals from a wide array of 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.

About our gender pay gap

The latest Workplace Gender Equality Agency (WGEA) data shows Rest’s average (mean) gender pay gap for total remuneration (this includes salary plus incentives) is 10.6% and represents an improvement of 4.7 percentage points year over year. This compares to a Financial and Insurance Services industry gap of 22.2% and a Superannuation Services industry gap of 13%*.

The WGEA data also shows Rest’s, average (mean) and median total remuneration and average and median base salary gender pay gaps have meaningfully decreased since 2021–22 and continue to track well below industry comparison rates*.

Rest Pay Gap over time

This table shows Rest’s gender pay gaps 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.

All employees	Rest 2021–22	Rest 2022 –23	Rest 2023–24	Financial Services* Industry 2023–24	Super- annuation Industry^ 2023–24
Average (mean) total remuneration	20.1%	15.3%	10.6%	22.2%	13.0%
Median total remuneration	12.2%	10.3%	11.0%	22.2%	12.3%
Average (mean) base salary	16.4%	14.6%	9.0%	19.2%	13.4%
Median base salary	12.4%	14.3%	10.6%	20.3%	13.1%

Source: WGEA Industry Benchmark Report, 2024

*WICG is 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 2023 – 2024

Rest has a gender composition of 43% women and 57% men. Rest has a diversity target of 40:40:20, that is 40% female, 40% male, and 20% any gender. These targets are applicable to our board, executive leadership team, other leadership positions, and to all staff.



Source: WGEA Industry Benchmark Report, 2024

Addressing our gender pay gap

Rest will continue to focus on closing our gender pay gap and fostering gender equity by taking targeted actions to realise meaningful progress.

This includes pursuing established gender targets across Rest senior management, a continued focus on fair and equal employment and recruitment practices, supporting female mentoring, development and sponsorship, 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.