

Joyce Group WGEA Employer Statement

February 2024

Joyce Corporation (“Joyce” or “the Group”) is an ASX-listed company operating and invested in Australian businesses that are focused on the family home. These businesses include KWB Group, Bedshed and Crave Home Staging.

The Group’s data shows that its gender pay gap is the result of a combination of having a higher proportion of males in executive and senior leadership positions and a greater proportion of females in part time and casual roles. It is important to note that pay rates between comparable roles are equal for male and female employees. The Group focuses on employing the most suitable candidates for each role, regardless of gender.

In the past 12 months, the Group has introduced its first paid parental leave policy into its wholly owned businesses. Two important aspects of the paid parental leave policy are the payment of superannuation while on paid parental leave, and the inclusion of employees on parental leave in the remuneration review processes. These measures were implemented to help reduce the pay gap females experience while out of the workplace on parental leave.

The Group is focusing on the areas of recruitment, promotion and career development to create opportunities for more females in leadership roles.

Joyce recognises that given the size and structure of the Group, making progress on closing its gender pay gap may take time and is committed to continuing to take steps to work towards reducing its gender pay gap.

