

WGEA Gender Pay Gap Employer Statement

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ISSUED BY \ JOSE DA SILVA \ GROUP CEO & EXECUTIVE DIRECTOR





Executive Summary

The Federal Government's Workplace Gender Equality Agency (WGEA) annually publishes gender equality data for relevant employers with 80 or more employees, and where applicable, their corporate group. This Employer Statement (Statement) relates to aggregated information submitted to WGEA by the Wilson Group for the 2024-25 reporting period.



1.1 Group Structure

The Wilson Group comprises three relevant employers in Australia, Wilson Parking Australia 1992 Pty Ltd (parent entity), Wilson Security Pty Ltd, and Wilson Health Pty Ltd.

Two other employing entities, Wilson Storage Pty Ltd and Interpark Australia Pty Ltd, each have fewer than 80 employees, so their data is not published separately.

The industries in which Wilson Group's employing entities operate are:

1. Wilson Parking Australia 1992 Pty Ltd (Wilson Parking): industry - 'Parking Services'.
2. Wilson Security Pty Ltd (Wilson Security): industry - 'Investigation and Security Services'.
3. Wilson Health Pty Ltd (Wilson Health): industry - 'Ambulance Services'.
4. Wilson Storage Pty Ltd: industry - 'Other Warehousing and Storage Services'.
5. Interpark Australia Pty Ltd: industry - 'Parking Services'.

Message from Group Chief Executive Officer, Wilson Group, Jose Da Silva

The Wilson Group is committed to supporting the communities and people we work with and to increasing our positive impact each year. Our people are at the heart of our success, and we are focused on fostering a work environment that supports inclusion, diversity, health and safety. Strong, inclusive workplaces deliver better outcomes for our people, customers and the communities we serve.

We know good talent is in strong demand and strengthening gender equality is central to how we attract, develop and retain the best people. Building diverse talent pipelines and ensuring everyone has equal opportunity to progress is essential to keeping our workforce engaged, high performing and responsive in a changing environment.

WGEA's publication of gender pay gap data plays an important role in keeping us accountable and helping us clearly see where we are tracking well and where we need to do better.

As a business operating largely in historically male-dominated industries, we recognise there is more work to do. While many of our gender pay gaps fall within WGEA's optimal range, improving gender balance across leadership and traditionally male-dominated roles is essential to driving further progress in closing our gender pay gaps.



1.2 What is the gender pay gap (and what isn't)

The GPG often gets confused with pay equity or equal pay, which is where two people who are doing the same or comparable work are paid the same.

The WGEA GPG reflects the difference between the collective earnings of all women and men across all roles in an organisation. The GPG is the result of social and economic factors, with a significant cause being the proportion of women and men in different occupational roles and management levels.

The GPG is not only impacted by the number of women and men in higher paid roles, but also by the number of women and men in lower paid roles.

WGEA considers gender pay gaps between -5% (in favour of women) and 5% (in favour of men) as an optimal target range. This range allows for normal fluctuations in the workforce.

1.3 Wilson Group's GPGs

- All GPGs in Wilson Group are significantly below national pay gaps. They are also within WGEA's optimal range of +/- 5%.
- Even though the increases in GPGs between 2023-24 and 2024-25 are small and reflect normal fluctuations year-on-year, we remain committed to continuous improvement of our GPGs and are implementing strategies and actions to address the underlying causes of gaps such as the low representation of women in management and roles traditionally held by men.

	Wilson Group		National data
	2024-25	2023-24	2024-25
Average total remuneration	2.9%	1.9%	21.1%
Median total remuneration	4.0%	3.9%	16.4%
Average base salary	-0.1%	-0.3%	15.7%
Median base salary	1.3%	0.8%	11.9%

Table 1: Wilson Group GPGs



1.4 GPGs of relevant employers in the Group

- The individual GPGs for each relevant employer in the Group are significantly below national gaps and, except for the average total remuneration GPG for Wilson Parking at 5.5%, all are within WGEA’s optimal range of +/- 5%.
- Between 2023–24 and 2024–25, Wilson Security’s average base salary gender pay gap reduced, as did all gender pay gaps across Wilson Health. The reductions within Wilson Health largely reflect natural workforce turnover between reporting periods. We anticipate that the introduction of a job-leveilling framework will support further reductions, as the framework is consistently applied to role grading across the Group
- Even though GPG increases between 2023-24 and 2024-25 are small and part of the natural fluctuation’s year-on-year, we remain committed to continuous improvement of our GPGs and are implementing strategies and actions to address the underlying causes of gaps such as the low representation of women in management and roles traditionally held by men.

	Wilson Parking		Wilson Security		Wilson Health		National Data
	(2024-25)	(2023-24)	(2024-25)	(2023-24)	(2024-25)	(2023-24)	(2024-25)
Average total remuneration	5.5%	5.2%	3.9%	2.7%	2.8%	10.0%	21.1%
Median total remuneration	2.2%	-0.5%	4.6%	4.6%	3.5%	6.0%	16.4%
Average base salary	1.9%	1.9%	2.2%	2.3%	3.5%	11.4%	15.7%
Median base salary	2.0%	1.4%	2.7%	2.4%	-0.1%	9.9%	11.9%

Table 2: Wilson Group Relevant Employers GPGs



1.5 What the data is telling us

Gender Composition of Wilson Group

- The percentage of women in the Group overall is 18%.
- Our data indicates the proportion of women managers in the Group increased slightly to 29% in 2024-25 (from 28% in 2023-24). This is higher than their overall representation in the Group of 18%.
- The proportion of women in the highest management category CEO/HOB/KMP1 increased to 11% in 2024-25 from zero percent in 2023-24.
- Women’s representation in non-manager roles has remained steady at 17%, slightly lower than their overall representation in the Group.

Wilson Group

	2024-25		2023-24	
	Women	Men	Women	Men
CEO/HOB/KMP	11%	89%	0%	100%
Managers	29%	71%	28%	72%
Non-managers	17%	83%	17%	83%

Table 3: Wilson Group Gender composition.

Gender Composition of Wilson Group

- Our data indicates the proportion of women managers at Wilson Parking decreased slightly from 34% in 2023-24 to 32% in 2024-25. It increased at Wilson Security from 18% to 21% and at Wilson Health it was 100% in both years (seven women in 2024-25 and four in 2023-24).
- For non-managers, the representation of women decreased in Wilson Parking from 27% in 2023-24 to 25% in 2024-25, remained steady at 15% at Wilson Security and increased at Wilson Health from 43% to 44%.

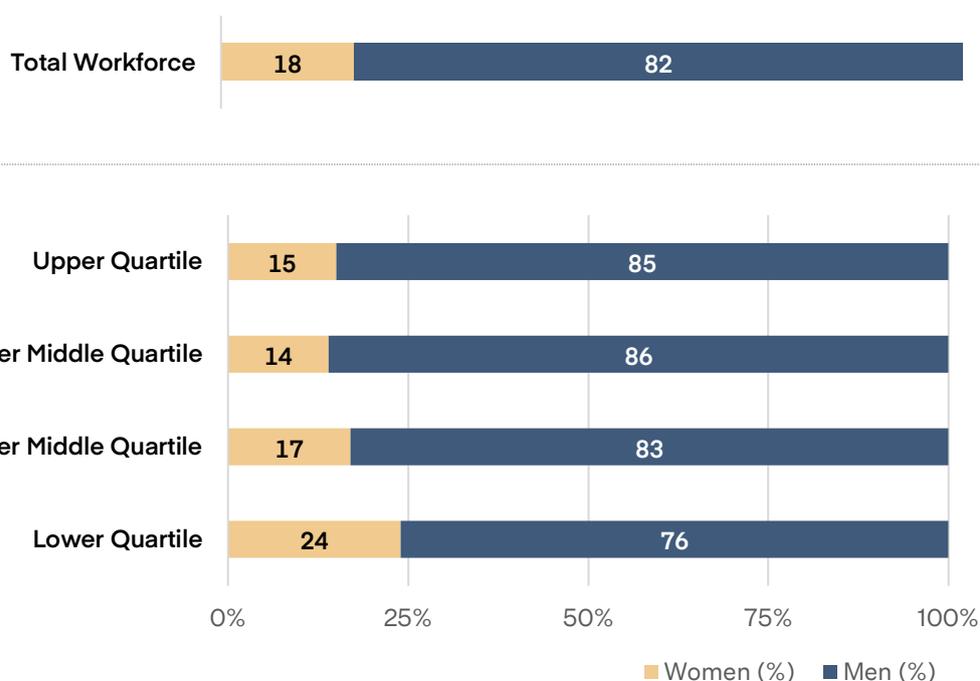
¹ CEO (CHIEF EXECUTIVE OFFICER), HOB (HEAD OF BUSINESS), KMP (KEY MANAGEMENT PERSONNEL).



Role	2024-25		2023-24		
	Women	Men	Women	Men	
Wilson Parking	CEO/HOB/KMP	7%	93%	8%	92%
	Managers	32%	68%	34%	66%
	Non-managers	25%	75%	27%	73%
Wilson Security	CEO/HOB/KMP	25%	75%	0%	100%
	Managers	21%	79%	18%	82%
	Non-managers	15%	85%	15%	85%
Wilson Health	CEO/HOB/KMP	NA	NA	NA	NA
	Managers	100%	0%	100%	0%
	Non-managers	44%	56%	43%	57%

Table 4: Wilson Group gender composition of relevant employers

- Graph 1 shows women are under-represented in the top three quartiles, including relative to their representation in the Group (18%). Compared with 2023-24, representation of women in 2024-25 improved in the upper middle quartile (13% to 14%) and in the lower quartile (23% to 24%).



Graph 1: Wilson Group gender composition by pay quartile 2024-25



1.6 Gender Equality in the Wilson Group

In the Wilson Group, most employees are employed at Wilson Security. A significant cause of GPGs in the Group relates to the historical nature of security work and the much higher representation of men throughout that business, including in management roles.

While most of our GPGs fall within WGEA's optimal range, we remain committed to continuous improvement, removing barriers so women can fully participate at all levels, and maintaining a sustained long-term focus on this work.

We recognise that the GPG is not just a single, standalone issue but is influenced by a range of interconnected factors including workforce representation, pay structures, recruitment and promotion practices, career development opportunities, turnover, career breaks, parental leave, caring responsibilities and access to flexible work.

1.7 Current actions to strengthen gender equality

We have implemented a range of initiatives to strengthen gender equitable opportunities and outcomes across the Group.

- Two cohorts of the Women of Wilson 18-month Leadership Program have been delivered, contributing to the retention and development of women in leadership.
- We offer 18 weeks' gender neutral paid parental leave and at Wilson Security in 2024-25, 55% of employees who took primary carer's leave were men, helping normalise shared care and reduce career and pay penalties for women.
- Full-time, part-time and casual employees are entitled to 10 days paid family and domestic violence leave in a 12-month period.
- We support a safe, respectful and inclusive workplace through a dedicated Sexual Harassment Action Plan that reinforces zero-tolerance, holds leaders accountable and reports outcomes and trends to the CEO and Board.
- We are committed to fair, equitable and competitive pay. Each year, we analyse our gender pay gaps to understand the drivers, identify where action is needed and track progress.
- We have strengthened our remuneration practices, including introducing a Group-wide job-leveiling framework to ensure consistent role grading and adjusting where required.



- At Wilson Security, our largest employer in the Group, we have set targets for women to comprise 25% of our overall workforce and 45% of our corporate workforce by 2030. To drive accountability, these diversity targets are tracked on a monthly dashboard and reported to their Senior Leadership Team and progress is reported to its Group Executive and Board annually.

We recognise that advancing gender equality requires ongoing focus and continuous improvement.

In 2025, to strengthen our focus and ensure our strategy and actions continue to be evidence-based and targeted, we engaged a specialist diversity, equity and inclusion consultancy to develop our 2026-28 Diversity, Equity and Inclusion Roadmap.

1.8 Future focus

The following outlines areas where we will build on existing initiatives and strengthen our approach to improving gender equality across the Group.

- The Diversity, Equity and Inclusion Roadmap 2026-2028 has four goals, one of which is to ‘Continue to improve the representation of women in the workforce overall, and in leadership roles.’ A key part of this work will be the development of an employee value proposition, to ensure we are an equitable and inclusive workplace for all people.
- As part of our Roadmap we will partner with clients to explore industry leading flexible working approaches that meet operational needs and strengthen our ability to attract and retain diverse talent.
- Looking forward we will establish a committee to progress the Group’s diversity, equity and inclusion commitments.
- By 31 March 2026, recognising that targets drive workplace change, we will have three new gender targets (in addition to the ones referenced above) for Wilson Security, and Wilson Parking 1992 Pty Ltd (parent entity), that align to WGEA’s reporting requirements, strengthening our ability to measure progress.
- To address the role bias can play in creating systemic inequality, we will be strengthening key policies and processes such as recruitment and promotion, to minimise unconscious bias and support the attraction, selection and progression of diverse talent.
- We will continue building the diversity, equity and inclusion capability of our people leaders and workforces.



- In FY27 we are developing a structured mentoring program for senior women to build leadership capability, visibility, and access to advancement opportunities.
- On International Women’s Day this year we are launching a Gender Equality Policy for our people. This will be aligned to WGEA’s gender equality indicators, including pay equity and outline our framework for how we are enabling gender equality at Wilson Group.

1.9 Conclusion

We are committed to transparency and to taking meaningful action to address the drivers of our gender pay gaps. This is ongoing work, and we will continue to track our progress, hold ourselves accountable, and focus on the changes that will make the greatest difference over time.

Jose Da Silva
Group CEO & Executive Director
Wilson Group