

# WGEA Employer Statement

24 February 2025

This is the second year of reporting for the Butterfly Group as we have grown to be over 100 staff. We have found the reporting process to be very useful as it has shown us where we can improve in relation to gender pay gaps. The data across the Butterfly Group indicates that while the proportion of male employees is relatively small, which does impact the results, there is still a noticeable gender pay gap when compared to the median data. Upon further analysis, we've found that many of the male employees within Butterfly occupy leadership positions or specialised professional roles, which contribute to higher salaries and therefore results in a gender pay gap.

Our recruitment practices are based on merit, and we know that the number of male candidates applying is limited, largely due to the lower representation of men within our industry. Moving forward, it will be crucial to keep the gender pay gap in mind as we continue recruiting both internally and externally, while staying true to our commitment to merit-based hiring. We are confident that our compensation practices are fair and do not result in unequal pay for males and females in similar roles.