

IPH Group Gender Pay Gap Statement

A message from the CEO

At IPH, we are committed to ensuring gender equality across our group.

For the 2023 reporting period, IPH's median gender pay gap was 38.9 percent. Over the last three years, we have reduced our median pay gap by 11 percent, but we acknowledge that we still have a lot of work to do.

When comparing like-for-like roles, where men and women are performing the same or similar roles, IPH's gender pay gap in key fee earning roles is zero at both the Principal level and the Senior Associate level.

Our gender pay gap partly reflects historical trends, with more men traditionally working within the Intellectual Property field.

The underrepresentation of women in STEM also perpetuates this issue, as all patent attorneys must have a STEM background, further contributing to the gender disparity in our industry.

While women represented 55 percent of all fee earners across IPH in the FY23 reporting period, only 30 percent of Senior Executive and Principal roles were held by women. We also have a disproportionate number of women in non-fee earning roles, which are not as highly remunerated.

We recognise that our gender pay gap is a legacy issue which requires attention to ensure equity and equality for all of our people in the IPH group.

We are determined to close our gender pay gap by increasing the diversity of our Senior Executives and Principals and by giving more women leadership opportunities. In FY24 60 percent of our Principal promotions were awarded to women.

In FY24 we will launch our Gender Equity and Equality Strategy which will incorporate a number of measures to move us forward, including conducting regular pay equity audits, reviewing our compensation policies to ensure fairness, and providing training and development opportunities to support career advancement for all employees, regardless of gender.

We are already running a Leadership Program to build people leadership capability across the IPH Group, with women making up 62 percent of the current cohort.

We offer flexible work options for all our employees, with the majority of our employees currently working flexibly to some extent. In our Australian member firms more than 90 percent of employees have a hybrid work arrangement in place.

Closing the gender pay gap is a business priority. We believe that fostering a workplace where everyone has equal opportunities to succeed is fundamental to our long-term success and growth.

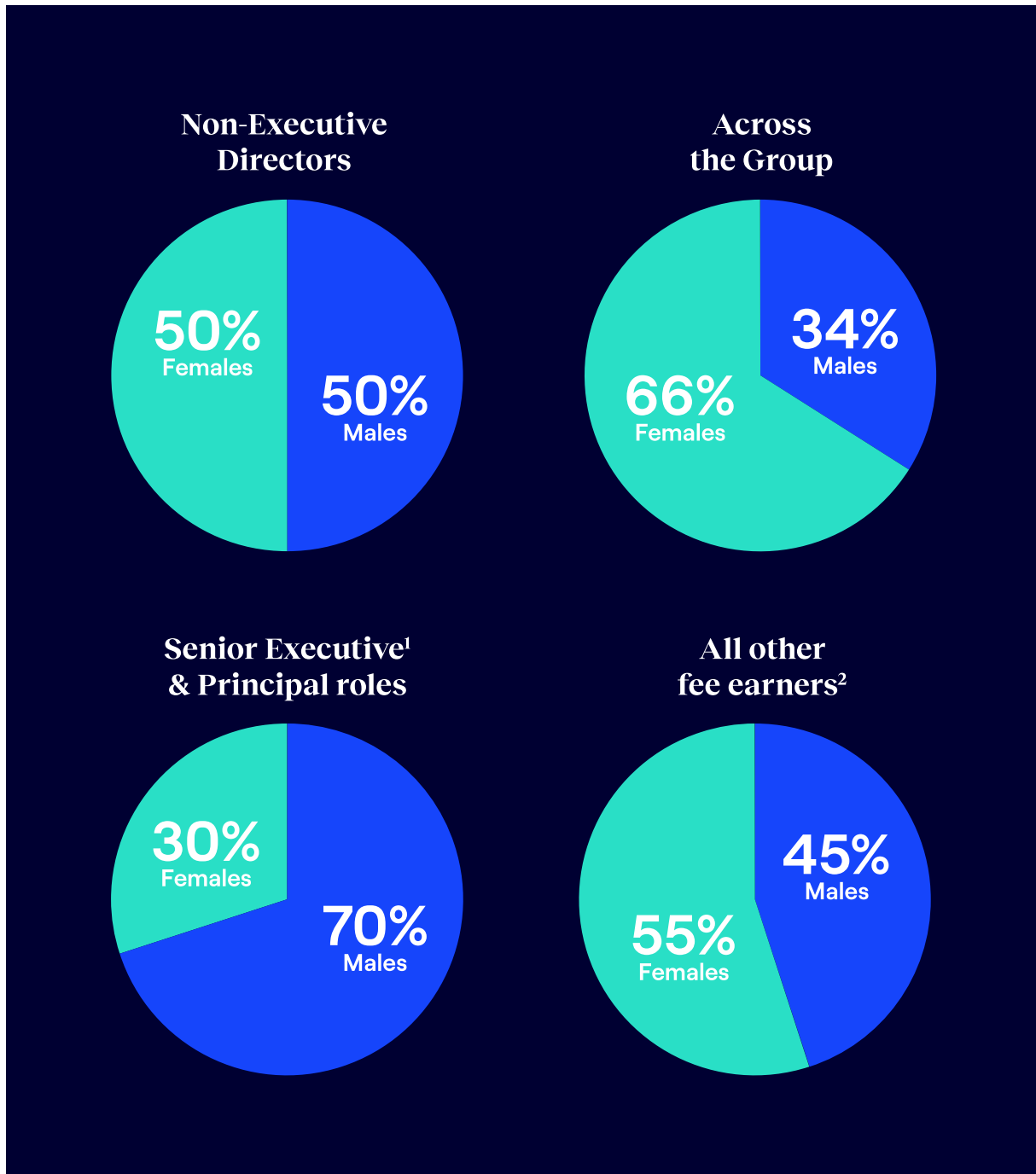
We understand that achieving true gender equality and equity requires sustained effort and collaboration across the group, and we are fully committed to driving positive change in this area.



Dr Andrew Blattman
CEO and Managing Director
IPH Limited



Gender diversity at IPH



1) A senior executive is a person who is a member of the Company's group leadership team, comprising the Company's senior executive team and leaders of the group's principal business units.

2) All other fee earners include all registered Lawyers, Patent Attorneys, Trade Mark Attorneys, Clerks and Paralegals who are not in a Principal or Practice Group Leader position.

