

IPH Group Gender Pay Gap Statement



IPH remains fully committed to ensuring gender equality across our group and working to reduce our gender pay gap.

The annual Workplace Gender Equality Agency (WGEA) reporting splits the IPH Group into three reporting areas – our two largest member firms Spruson & Ferguson and Griffith Hack, and IPH itself. For the 2024 reporting period, both of our member firms have gender pay gaps (GPG) which are higher than the industry benchmark, while IPH continues to have a negative GPG.

As a leading intellectual property services group and the first IP services group to list on the Australian Securities exchange, we understand that we must take a leadership position in this area.

Action Taken

We recognise that increasing and improving gender parity across our Group is a complex, long-term challenge that requires ongoing commitment and a thorough review of our policies and practices. Over the past 12 months IPH has:

- » Launched it's Gender Equity and Equality Strategy (GEE Strategy)
- » Formally adopted a 40:40:20 gender balance target for the Board
- » Made significant changes to our Australian parental leave policy, applying to all Australian based IPH Group companies

The GEE Strategy outlines seven focus area which will help IPH, including its member firms, achieve 40:40:20 gender composition (40% women, 40% men and 20% of any gender) across our workforce by 2030, and in doing so reduce our gender pay gap.

In FY25 IPH has focused on creating a supportive and flexible workplace, in line with 2024 research which found women in IP-related professions identified pregnancy and parenthood as the source of persisting biases in the industry¹.

The Australian parental leave policy provides up to six months of leave at full pay by offering 18 weeks paid parental leave for primary caregivers in addition to topping up government paid parental leave for a further eight weeks and continuing to pay superannuation for the duration of the parental leave. IPH also provides six weeks paid parental leave for secondary caregivers.

To support staff through their parenthood journey IPH supports staff adjusting their hours to align with caring responsibilities and offering a staggered return to work through a temporary, or permanent, move to part-time hours. 32% Principals who are women work on a part-time basis by choice. Overall, 16% of our workforce chooses to work part-time hours, 85% of this cohort are women,

In 2024 the Board resolved to adopt a 40:40:20 gender balance target for the Board. 40% of IPH's non-executive directors are women, however, IPH is slightly behind this target, with only 33% of the full Board being women. This target will be a key consideration for future Board member changes.

¹ <https://academic.oup.com/jiplp/article/19/7/596/7640835>

Understanding our workforce

Women account for 66% of the IPH Group's workforce in the ANZ region and 69% globally. The IPH Group's workforce can be split into three groups: corporate services, practitioners and operations staff.

Corporate Services (25% of group workforce)

The centralised corporate services teams continue to have a negative pay gap, driven by equal gender representation across all roles and IPH's commitment to offering the median or above market remuneration.

Practitioners (38% of group workforce)

As a STEM-qualified occupation, the underrepresentation of women in STEM persists in the IP industry. Women continue to be underrepresented in both university enrolments and subsequent STEM-qualified occupations, with 2023 data shows that women account for just 15% of STEM-qualified occupations².

In IPH firms, women make up 48% of all practitioners in ANZ, which is also higher than the average industry representation. Analysis of Trans-Tasman IP Attorneys Board (TTIPAB) records shows that women make up just over 30% of registered patent attorneys³. IPH is committed to continuing to overachieve in this area.

While IPH has gender balance in early career practitioner roles, men dominate the senior Principal roles. To achieve gender balance over time, we are developing a new program to support more women advancing into senior positions, alongside our existing People Leadership and Principal Excellence initiatives. Our promotions demonstrate this gradual shift, in FY24 61% of all promotions were awarded to women⁴. The practitioner promotions announced in June 2024 saw women receive 49% of mid-career promotions⁵ and 40% of Principal promotions.

Operations (36% of group workforce)

In operations roles, women make up 92% of all employees. IPH is committed to paying at or above the market median for roles. However, the nature of these operational roles means that they are not remunerated as highly as senior practitioners. We recognise and value the critical contributions of women in these roles, which make up a substantial percentage of our workforce. It is a priority for IPH to ensure gender parity across all levels and all like for like roles, and we remain focused on addressing the gender pay gap while continuing to support and empower women in our operations teams.

Understanding our GPG

The median gender pay gap reported by the WGEA reflects the difference in average earnings for all men and the average earnings for all women across our organisation.

Intellectual Property is a relatively niche profession with limited talent pool, of which only 30% of all registered patent attorneys in Australia are women. Accordingly, a higher proportion of the men in our workforce are employed in these practitioner roles. These roles typically command higher salaries due to the underlying STEM qualifications required, educational fields in which women are underrepresented.

Conversely, operations roles continue to attract more women than men. These two factors naturally skew the overall gender pay gap across the IPH Group, despite our ongoing efforts to support equal opportunity for both men and women in all similar roles.

We are proud to offer flexible working arrangements, such as hybrid and remote working, that are particularly appealing to women and working parents. These flexible options allow us to attract and retain a diverse workforce while maintaining a commitment to gender equity. IPH is steadfast in its dedication to providing opportunities for women in operations roles, ensuring that we continue to foster an inclusive, supportive environment that enables all employees to thrive.

Looking Forward

Closing the gender pay gap remains a business priority. We are committed to fostering a workplace with equal opportunities for all, achieving our 40% minimum female representation at all levels in the group and ensuring there is genuine pay parity in all like for like roles recognising that achieving gender equality requires ongoing effort and collaboration for our long-term success and growth.

² <https://www.industry.gov.au/publications/stem-equity-monitor/workforce-data/stem-qualified-occupations>

³ <https://academic.oup.com/jiplp/article/19/7/596/7640835>

⁴ Includes all promotions made in FY24, including staff from practitioner, operations and corporate services cohorts.

⁵ Mid-career promotions include promotion to Associate, Senior Associate or Special Counsel

