



CBA Employer Statement in response to the Gender Pay Gap publication by Workplace Gender Equality Agency (WGEA).

CBA has a long history of promoting gender equality and working to improve the position of women in our workplace, and society more broadly.

We recognise that achieving equality requires a sustained focus and commitment over time with interventions required at the organisational, sector, and national level. We have clear public goals supporting our commitment to the progression of women, which includes more specific actions we are taking through our [Gender Equality Action Plan](#).

We are committed to regularly reviewing gender pay data to help us identify and proactively address any pay equity issues where they exist. On an aggregate level, CBA has achieved gender pay equity on a 'like for like basis' – that is, men and women are paid equally for performing the same or comparable work.

CBA's median pay gap calculated by WGEA reflects many factors influencing the gender pay gap more broadly, including the types of roles performed by women, the seniority of those roles and the composition of the workforce.

In Australia, we employ around 21,000 women which reflects 54% of our local workforce. Women represent around 44% of our leadership roles. Women make up around 71% of our customer service and operational roles in our branches and call centres, which typically have lower relative rates of pay across industry. More than 16% of our employees work part-time, with women representing 87% of these employees.

The reported WGEA-defined median gender pay gap, reflects the over-representation of women in typically lower paid roles, and conversely, the under-representation of women in typically higher paid roles.

As part of our ongoing and demonstrated commitment to close the gender pay gap, we have, and will continue to, play our part to improve gender equality outcomes. This includes goals to increase the proportion of women in both more senior roles and higher paying roles.

We are also working with government, industry, education providers and community groups to support more girls and women to enter the workforce with skills highly sought after in the Australian market to help diversify Australia's talent pool.