

## Vision Australia Workforce Gender Equality Agreement Employer Statement

At Vision Australia, we are committed to fostering a workplace that promotes gender equality and inclusion for all employees. We recognise our responsibilities under the Workplace Gender Equality Amendment Act 2023 and strive to exceed these obligations through transparency and continuous improvement. We are a not-for-profit organisation dedicated to supporting people who are blind or have low vision with approximately 72% identifying as women and 28% as men. This composition reflects the nature of our sector and the roles required to deliver our services.

In the 2024/2025 reporting period, Vision Australia recorded an average total remuneration gender pay gap of 5.1%. This gap is primarily driven by a higher proportion of women working in part-time or casual roles, as well as a higher concentration of men in upper pay quartiles and women in lower quartiles. Even without like-for-like pay issues, having more men in higher paid bands and more women in lower paid bands lifts the average male pay, widening the gap.

Vision Australia is committed to reducing and ultimately eliminating the gender pay gap. We will continue to monitor our progress and implement strategies that promote equitable workforce composition, support career progression, and ensure fair and transparent remuneration practices across the organisation.

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