Panasonic Australia Pty. Limited

Panasonic Australia Employer Statement FY24-25

At Panasonic Australia, we remain committed to fostering an inclusive and equitable workplace where all employees, regardless of gender, have equal access to opportunities for growth and development. We are pleased that our average total remuneration gender pay gap has improved by 2.5% in the FY24-25 reporting period.

We have also continued to see improvements in our median total remuneration and average and median base salary from our FY23-24 reporting. We have also seen a positive movement on five out of nine role types, with four out of nine indicated as closer to zero than the average for the industry comparison group.

The reporting quartiles indicate a positive pay gap. Our lower middle quartile and upper middle quartile indicates the highest positive pay gap in comparison to the average for the industry comparison group, whilst our upper quartile indicates closer towards zero in comparison to the average for the industry comparison group.

Addressing the gender pay gap is a complex and long-term process, and we are dedicated to achieving meaningful change in this respect. We will continue to monitor our progress closely and take deliberate, data-driven steps to improve fairness in compensation to narrow our gender pay gap.

At Panasonic Australia, we will continue to promote gender neutral initiatives including, providing equal employment opportunities, building a culture of learning and development, providing flexible work practices, and ensuring diversity and inclusion is embedded across all facets of our organisation regardless of what role is occupied.

We will continue to focus on:

- Conducting regular pay audits to identify and rectify any pay discrepancies, ensuring equal compensation for equivalent roles.
- Providing flexible work options to accommodate individual needs (which include parental leave, carer responsibility and family and domestic violence), promoting work-life balance, and supporting employees at various stages of their careers.
- Investing in learning and development programs to enhance the skills of all employees, ensuring that career advancement opportunities are based on merit.
- Providing a workplace free from bullying, harassment, sex discrimination, and sexual harassment by implementing regular training and clear policies that support a culture of respect and accountability for all employees.
- Continuing to improve on the holistic benefit offerings (physical, financial and mental) to support our employees and enhance their wellbeing.

We will continue to actively promote initiatives that empower all individuals to strive for a workplace that values diversity and inclusion - ensuring fairness in every aspect of our operations.

Paul Reid
Managing Director – Panasonic Australia