



Nanosonics Limited Gender Pay Gap Statement

2024 (published February 2025)

Nanosonics firmly commits to Diversity, Equity, and Inclusion (DEI), which our Diversity and Inclusion Policy and our DEI Strategy support

Nanosonics is dedicated to creating an equitable workplace for all employees through our Diversity, Equity and Inclusion (DEI) strategy. This strategy aims to ensure that everyone feels welcome and can be themselves at work and importantly strives for equality for women in areas of attraction, retention, and promotion.

This year, WGEA's inclusion of CEO remuneration data for the first time has impacted the calculation of gender pay gaps, particularly influencing organisations with male CEOs, like ours, thus affecting the relevance of year-on-year comparisons. Therefore, our focus will be forward-looking, applying these insights to drive meaningful progress.

As of the date of this report, our Australian workforce comprises a total of 307 employees. In compliance with WGEA's expanded reporting requirements, we now provide data on both the median and average gender pay gaps. The identified WGEA median gender pay gap was 14.9% for total remuneration and 15.2% for base salary. The identified WGEA average gender pay gap was 20.3% for total remuneration and 16.2% for base salary. [See table 1.](#)

The gender pay gap is driven by three main factors: CEO data influencing average remuneration, a workforce consisting of 44% women and 56% men, and fewer women in management positions, leading to more men in the top two pay quartiles. [See tables 2 and 3.](#)

Nanosonics has a broad range of skills and capabilities to support investment in research and development, product development and manufacturing, customer sales and service and other support functions. This diverse perspective informs our DEI strategies by comparing various industries, such as Scientific Research and Manufacturing. It is important to note that the comparable industry for Nanosonics in the WGEA reporting is Scientific Research Services, which historically has a higher percentage of women represented at both the total workforce and senior manager level than the national average and Nanosonics. [See table 1.](#)

Gender Pay Gap is not the same as Equal Pay. [See comments under table 1](#) and our remuneration policies empower leaders to make equitable remuneration decisions. At Nanosonics, we ensure there are no gender pay equity gaps in like-for-like roles or job levels through appointments, promotions, and remuneration reviews.



Nanosonics continued to make progress in our employee benefits to attract and retain a diverse workforce. We are enhancing our Speak Up Culture with improved platforms and processes to empower our employees. New paid leave options enabled over 60% of our workforce to celebrate important diversity events and support their well-being since the introduction in April 2024. Additionally, our hiring policy ensures gender representation at all stages, including a gender-balanced interview panel.

A priority in our DEI strategy is to increase the percentage of women in the upper pay quartiles by attracting, retaining, and developing female talent. In early 2025, Nanosonics will launch the "Accelerated Women's Leadership Global Program" to accelerate advancement of our female talent into senior and executive level roles.

The representation of women at the Board level remains above the industry benchmark at 37.5%.

Nanosonics remains committed to an inclusive workforce. We will continue to focus on increasing the percentage of women represented in senior and executive level roles by attracting diverse talent and accelerating development of our female employees. These efforts, along with our current policies and programs, will help reduce the gender pay gap over time.



Michael Kavanagh
Chief Executive Officer/
President



Jodi Sampson
Chief People
& Culture Officer



Table 1 – Gender pay gap

The Nanosonics Gender Pay Gap reflects the inclusion of the CEO remuneration for the first time, higher composition of men in our total workforce, particularly in senior management roles. Both the CEO and senior manager roles attract higher remuneration outcomes in both base salary and bonus opportunity, resulting in a higher composition of men in the upper two pay quartiles.

Gender pay gaps differ by industry. The industry comparison for Nanosonics in the table below is the Scientific Research Services, which has a higher percentage of women in the total workforce (67%) and the senior manager level (52%) than Nanosonics. Conversely, the Manufacturing industry, which is also a comparable industry has fewer women both in the workforce (27%) and at the senior manager level than Nanosonics.

Nanosonics gender pay outcomes are more closely aligned with the National Gender Pay Gap, which has a comparable workforce composition, including at the senior manager level. Our aim is to move closer to the reported industry gender pay gaps by increasing the percentage of women at senior leader and executive level, which will result in an increase of women in the upper pay quartiles and reduce the gender pay gap over time.

Gender pay gap	2023-2024	Industry ¹	National
Average (mean) total remuneration	20.3%	12.0%	21.8%
Median total remuneration	14.9%	6.9%	18.3%
Average (mean) base salary	16.2%	10.4%	16.7%
Median base salary	15.2%	7.1%	13.6%

1. Industry comparison is 6910 – Scientific Research Services.

The gender pay gap is a measure that shows the difference between the average earnings and median earnings of women and men.

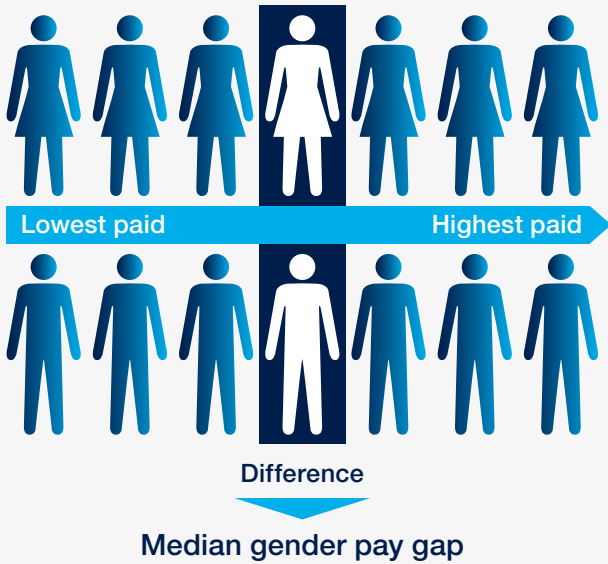
The gender pay gap is expressed as a percentage of men's average or median earnings. Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organisations, industries, and the workforce as a whole.

The gender pay gap is not the same as equal pay

Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value. Equal pay is a key principle for Nanosonics, and we do not have any identified equal pay challenges when comparing like-for-like roles or job levels.

How the median is calculated

The median is calculated by sorting all the women's pay in order of earnings, taking the pay that falls in the middle of the list, and then doing the same for men. We then calculate the difference between these two numbers expressed as a percentage of men's median.



How the average (mean) is calculated

The average (mean) is calculated by dividing the sum of women's pay by the total number of women and then doing the same calculation for men. We then calculate the difference between these two numbers, expressed as a percentage of men's average.

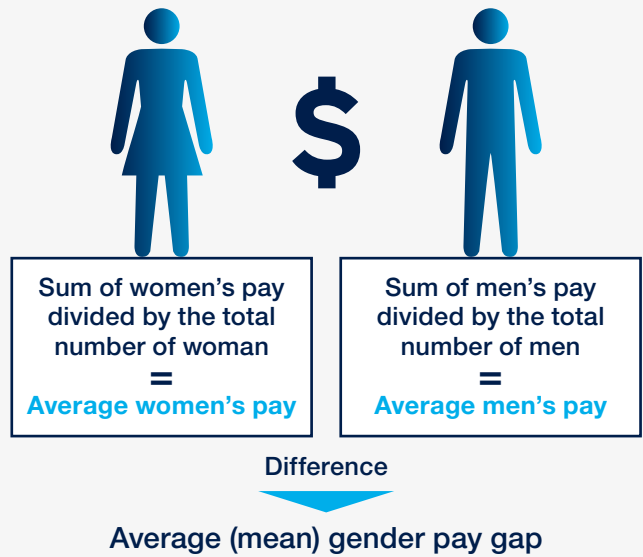


Table 2 – Gender composition by manager level

Nanosonics' Gender composition by occupation at the manager level represents the need to continue to improve the gender composition at the senior manager level, where there is a higher remuneration structure in both the base and bonus opportunities compared to other managers.

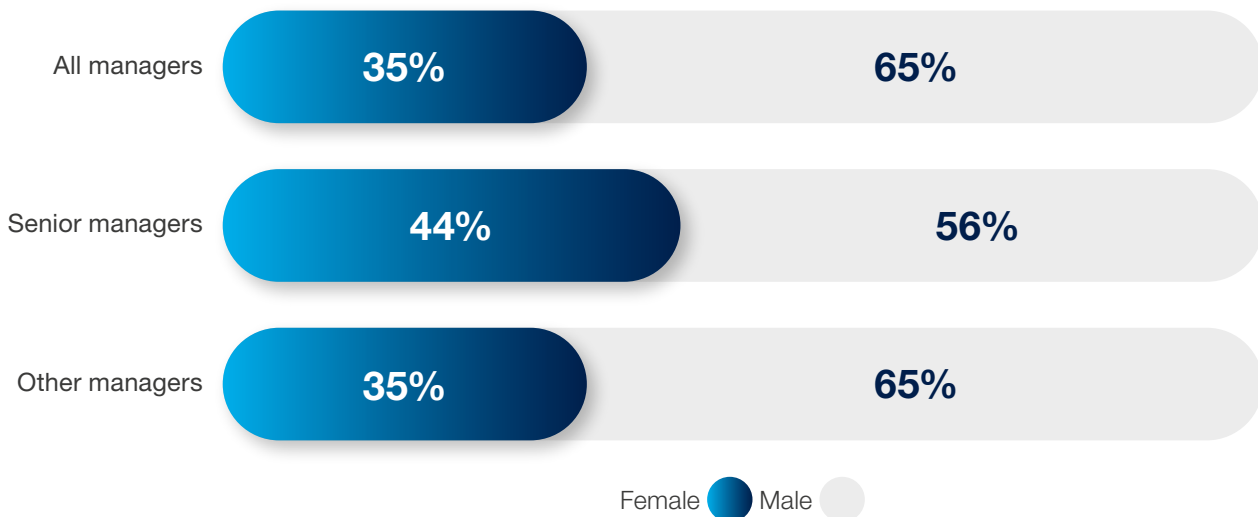
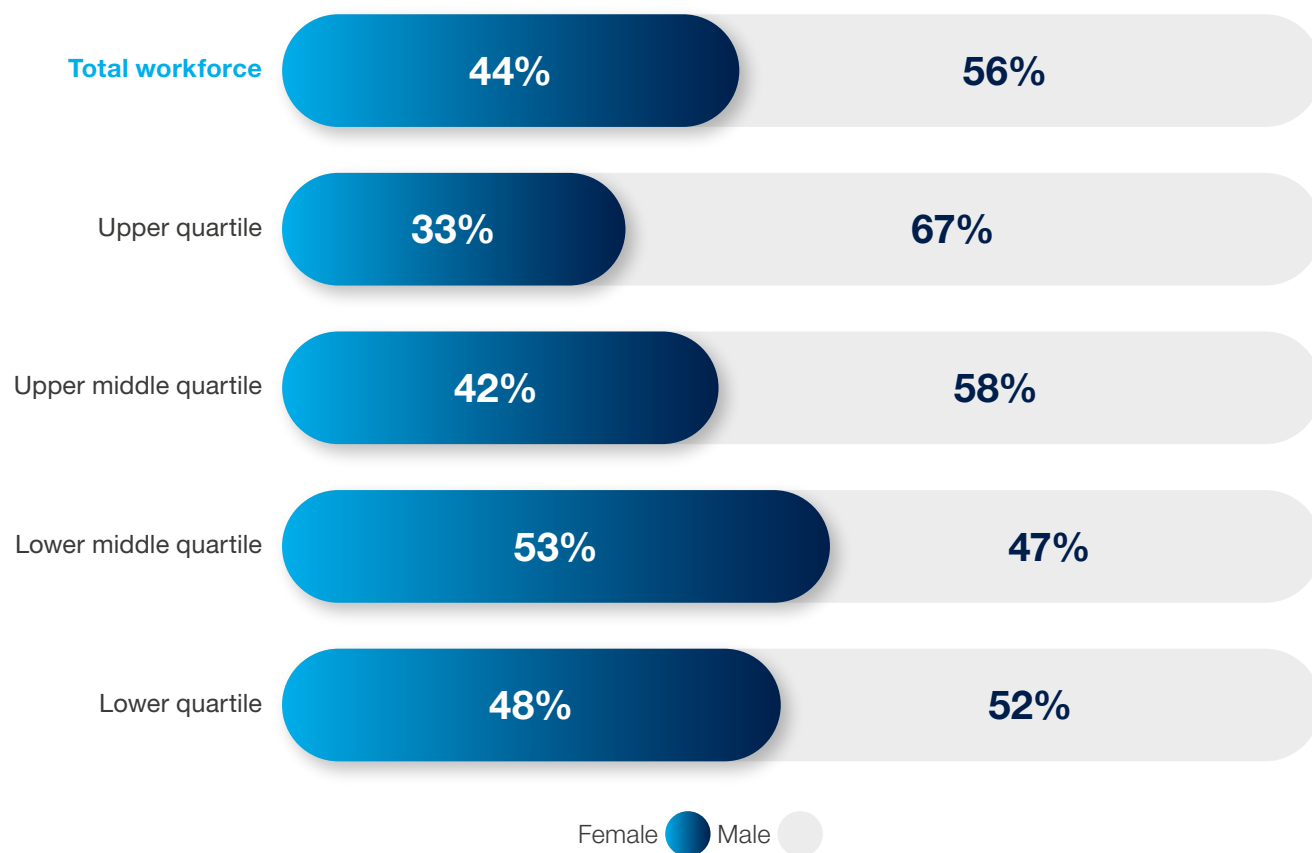


Table 3 – Gender composition by pay quartile

Nanosonics Gender composition by pay quartile reflects the CEO remuneration and the higher composition of men in executive level and senior roles where these roles attract a higher remuneration structure in both the base and bonus opportunity.



Gender Equality Indicators² (GEI) and Nanosonics Actions



GE1 Composition of the workforce

Our workforce has a higher composition of men than women overall, with women under-represented at the management level and a higher portion of men being represented in the top two pay quartiles. [See tables 2 and 3.](#)

The percentage of women appointed externally has increased each year since 2021. The retention rate of women is high, with the percentage of women resigning being lower than the workforce composition of 44%.

The percentage of women being promoted continues to be maintained and aligned with our workforce composition.

The composition of the workforce has improved over time, and we will continue to focus on the areas of attraction, promotion, and retention to increase the number of women in senior and executive-level roles.

Our Talent strategy supports the development and promotion of women into our senior and executive-level roles over time

GE2 Gender composition of governing bodies of relevant employers

The gender composition of the Board remains favorable and the same as last year, with 37.5% women compared to the industry average of 35%.³

GE3 Equal remuneration between women and men

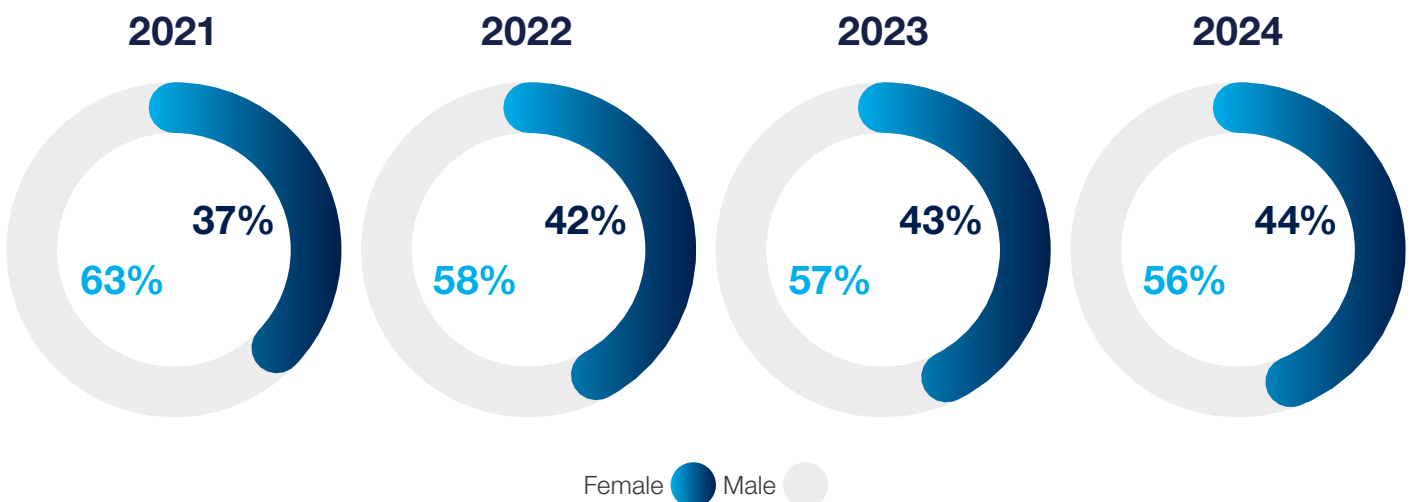
Equal Pay is a key principle for Nanosonics in relation to both hiring and remuneration reviews, where offers and remuneration changes are based on the job level of the role and the knowledge, skills, experience, and performance of each individual.

Our annual remuneration review consistently results in no unexplainable gender pay gaps for like for like roles and job levels.

2. The Workplace Gender Equity Act 2012 requires employers with 100 or more employees to report annually against six Gender Equity Indicators (GEI).

3. Industry comparison is 6910 – Scientific Research Services.

Gender composition improving year on year





GE4 Availability and utility of employment terms, conditions, and practices relating to flexible working arrangements for supporting employees with family or caring responsibilities

Nanosonics have continued to embed and promote the enhanced Parental Leave Benefits and Flexible Leave options introduced in April 2023. In addition, further leave benefits were introduced in April 2024 to improve flexibility for our workforce and support diversity.

- **Parental Leave Policy:** Gender neutral paid parental leave including 10 weeks primary carer's leave and 2 weeks secondary carer's leave. The intentional absence of reference to gender ensures the policy is gender neutral and the removal of minimum tenure eligibility criteria makes it accessible to a broader range of employees.

- **Superannuation Payments:**

Company paid superannuation contributions for a period of 6 months (during both paid and unpaid leave for primary caregivers). This is designed to help address the shortfall in female superannuation balances compared to males.

- **Flexible Return Leave:** For the primary caregiver to access a total of up to 10 days of paid leave to balance work and parental care-giving responsibilities, specifically in the first 3 months of return to work.

- **Premature Birth Leave:** Up to 2 weeks of additional paid parental leave for additional caregiving responsibilities resulting from the premature birth of a child prior to 37 weeks of gestation. For either primary caregiver or secondary caregiver.

- **Early Pregnancy Loss Leave:**

Up to 5 days paid leave due to pregnancy loss or a partner's pregnancy loss due to miscarriage (before 20 weeks of gestation).

- **Late-Stage Pregnancy Loss**

Leave: Up to 10 weeks paid leave due to a pregnancy loss or a partner's pregnancy loss after 20 weeks of gestation.

- **Extended definition of Personal/ Carers Leave:**

To include and recognise a diverse range of extended families and issues that may arise for expectant parents and other employees in a diverse workforce.

- **Ongoing enhancements to the Employee Assistance Program:**

To provide support and care for all our employees on a broad range of situations, assisting with family/carers responsibility, conflict resolution, financial well-being, nutrition/lifestyle choices and legal matters.

- **Diversity Leave:** A day of paid leave available for all employees to participate in the broad and diverse religious, cultural, and family events and celebrations that represent our diverse workforce.

- **Wellbeing Leave:** A day of paid leave available to all employees to support their physical and mental well-being. This leave enables our workforce to participate in preventative health measures and other wellbeing activities.



GE 5 **Consultation with employees on issues concerning gender equity in the workplace**

Each year, all global employees are invited to participate anonymously in the annual employee engagement survey.⁴ The survey consists of 57 questions measuring employee engagement and identifying any contributing factors impacting engagement.

Nanosonics always experiences a high participation rate, and in 2024, the participation rate was 89%.

The survey results are shared across the Company, and key trends from the feedback and comments are considered as part of the annual action planning process by Leaders.

The Company's gender pay data is shared with our employees and we welcome discussions on our actions to address it. This transparency builds trust and supports deeper engagement with our DEI efforts.

GE 6 **Sexual harassment, harassment on the grounds of sex or discrimination**

The Nanosonics Diversity & Inclusion Policy⁵ and the Nanosonics Code of Conduct & Ethics Policy⁶ demonstrate our commitment to protecting and celebrating the diversity of our organisation regardless of age, family or marital status, sexual orientation, status, gender, gender identity, intersex status, breastfeeding needs, disability, ethnicity, religious beliefs, cultural background, socio-economic background, and perspective across all levels of our organisation. This policy also states our zero-tolerance approach to workplace bullying, harassment, and discrimination.

All our employees complete mandatory Code of Conduct training each year, focusing on our standards concerning Diversity & Inclusion, Workplace Bullying & Harassment and Health, Safety & Wellbeing.

Nanosonics has introduced a mandatory training program on Appropriate Workplace Behaviour to meet new Respect@Work and positive duty requirements. This module is always available for employees to refresh their knowledge on diversity and inclusion.

To ensure understanding of psychological safety, psychosocial hazard identification, sexual harassment prevention, and positive duty, comprehensive in-person training has been provided to the executive team, senior leaders, the Health & Safety committee, and certified Mental Health First Aiders.

Additionally, Nanosonics is enhancing our safe to speak up culture by improving platforms, policies, and support mechanisms to empower our employees to report and prevent behaviours that do not align with our commitment to diversity and inclusion.

4. The Global Annual Employee Engagement Survey (March 2024).

5. The Nanosonics Diversity & Inclusion Policy (September 2023).

6. The Nanosonics Code of Conduct & Ethics Policy (December 2023).

Key actions

We continue to prioritise three key areas of action to improve the gender pay gap, which will focus on maintaining the composition of women in the workforce overall, with a focus on increasing the composition of women at a senior and executive level at Nanosonics:

Attraction

We attract diverse talent to Nanosonics with inclusive, bias-free hiring principles. Hiring managers receive regular training on unconscious bias and education sessions on our hiring framework from our Talent Acquisition Business Partner.

We have improved our hiring techniques, policies, and processes to ensure balanced gender representation at every stage of the process. Gender statistics are monitored and reported throughout the hiring process to support our commitment to gender equity hiring principles.

Retention

Our employee benefits will continue to be reviewed to ensure that they are gender-equal and provide an opportunity for all our employees to experience flexible ways of working, and ensure they feel supported during all life stages.

We will continue to approach our remuneration review through the lens of equal pay for all roles and job levels and ensure any identified gender pay equity gaps are highlighted and addressed through the remuneration review process.

Career Development and Promotion

We invest in programs like Emerging Female Leaders, Accelerated Women’s Leadership program, formalised mentoring, and the Nano Circles Networking Group to develop our female talent for senior roles. We will continue to prioritise internal candidates for vacancies and encourage regular career conversations between leaders and our employees.

The development of our Career Pathways for Engineering roles will offer visibility and transparency for career advancement, for all our employees from early-stage engineering roles to senior specialist or leadership positions across the engineering discipline. The Career Pathways will support equitable decisions in career development and promotions for all our employees.



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