



## 3P LEARNING – GENDER PAY GAP STATEMENT

### WGEA REPORT 2022\_23 (Australia)

3P Learning (3PL) is a global market leader in EdTech programs for reading, writing and mathematics. Our celebrated educational resources, including Mathletics, Reading Eggs, Mathseeds, Brightpath Progress and Writing Legends, combine solid educational underpinnings with cutting-edge technology and engaging content to make learning enjoyable and effective.

3PL is a global organisation that works across APAC, Americas and EMEA, with a global permanent employee headcount of 396 at March 2023. 57% of our global headcount are women, as reported in the 2023 3PL Annual Report. Our leaders and employees are located across the globe with approximately 68% of employees located in Australia.

3PL values diversity, equity and inclusion. In our most recent employee survey, the aggregated positive result for questions that cover diversity, equity and inclusion was 86% for our Australian employees. We undertake initiatives to support and facilitate our commitment to an inclusive and diverse workplace and provide an environment that respects contributions and equal opportunity for our employees, as well as the students, parents and teachers that use our products.

The 3PL average total remuneration Australian gender pay gap for the 2022\_2023 reporting period was 13.2%. Whilst ahead of the pay gap for our Industry Comparison Group (17%), there is still work to be done to further close the gender pay gap. It is important to note that 3PL has frameworks in place to minimise gender bias in pay decisions, including the inclusion of performance metrics and use of external industry salary benchmarking.

One of the key drivers of the gender pay gap relates to the gender composition of the Lower and Lower Middle pay quartiles at 3PL, where we see higher concentrations of women represented. Conversely, there is a higher representation of men in the Upper and Upper Middle pay quartiles at 3PL.

Contextually, in March 2023 the 3PL Technology function represented 50% of the Australian permanent headcount of which 73% were male employees. The Technology industry has been challenged more broadly in the representation of women in the industry, seeing higher volumes of male representation amongst in-demand technical roles and skillsets in the Australian market. Facilitating and promoting increased representation of women in technical roles is an area that 3PL is committed to pursuing further in addressing gender balance in the Upper pay quartiles.

In addition, 3PL supports equitable gender representation in senior roles, as demonstrated by the 60% weighting in favour of women at the Key Management Personnel role level however, further focus is required around the representation of women at the Manager level across 3PL (45%) in further closing the gender pay gap.

#### **Key activity that 3PL has undertaken in support improving gender representation and reducing the gender pay gap:**

- Completion of structured annual salary reviews, and industry benchmarking reviews, to ensure that gender pay discrepancies are highlighted and addressed.
- Active focus on hiring and promoting female talent into the Technology function.
- Commitment to, and ongoing enhancement of, the Pea-flex Flexible Work policy, ensuring that 3PL employees have the flexibility to choose when and where they work and are supported in enabling a healthy balance of personal and professional commitments.
- Completion of a review of global leave benefits ensuring that all employees have access to Paid Parental Leave globally, supporting women and working parents.

In FY25, leadership capability build will also continue to be a focus of the People and Culture strategy at 3PL. This will include the rollout of development and learning activities focused on supporting new manager capability build across 3PL. In addition, a targeted talent strategy is under development focusing on the identification and development of an emerging pool of future leaders. Both these

initiatives will be committed to promoting a balanced gender representation in senior roles across 3PL and supporting the career progression of women into leadership.

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