

**COLEMAN
GREIG
LAWYERS**



**WGEA
Employment
Statement**

WGEA Employment Statement 2024

At Coleman Greig, we believe that having a diverse, inclusive and supportive environment leads to better results for all – our people, our clients and our firm, as well as society as a whole. There are many elements to gender pay equality and improving our gender pay gap is an important focus for us.

While our year-on-year Workplace Gender Equality Agency (WGEA) gender pay results demonstrate pleasing progress in this area, achieving full gender pay equality is a journey and we are conscious we have more work to do in this area.

We have implemented a range of initiatives to advance women throughout our firm and in the legal profession more broadly. The results in a number of areas are encouraging as evidenced by the pipeline of female lawyers working their way through our senior ranks.

WGEA's reporting on the gender pay gap is an important step on the journey to equality and increasing transparency. However, it is important to note that there are some differences in reporting requirements depending on a law firm's structure which leads to a distortion.

Comparing our results with other law firms is distorted by the methodology adopted by WGEA. Because we are a corporatised law firm, we are structured as a company as opposed to a traditional law firm partnership. Traditional law firms are not required to include partners in their WGEA reporting, whereas firms like ours include all salaries, including the most highly paid senior personnel. This leads to skewed results in favour of partnership firms.

We would also like to highlight that an equal pay gap is different to a gender pay gap. Of course, everyone in our firm who carries out the same role at the same level and standard is paid the same, no matter what gender they are.

Like most law firms, our gender pay gap is partly due to the higher representation of women in support roles. This is more pronounced in smaller firms like ours, which lack the economies of scale larger firms have for managing administration functions.

Our Strategies for Gender Pay Equality

As a firm that is led by a woman, our Executive Chair Caroline Hutchinson has made gender pay equality an important focus both within the firm itself and across the legal profession more broadly. We are starting to see encouraging progress in the road to equality.

Senior Associate Promotions

Over the last three years, sixty per cent of senior associate promotions were female. Our strong female pipeline of talent rising to the top will contribute significantly to closing our gender pay gap.



Cadetship Programme

Our Executive Chair Caroline Hutchinson has had a strong long-term involvement with Western Sydney University, which has driven the success of our Cadetship Program. We're pleased to report that sixty-eight per cent of our cadet intake since 2020 has been female.

Family-Friendly Initiatives

We have also introduced a range of initiatives to support gender equality and address the gender pay gap at Coleman Greig.

Some examples include:

- We have enhanced our paid parental leave policies. Returning to work after parental leave can be a difficult adjustment for parents. Poor support and policies often play a part in preventing women from returning to work after maternity, either at all or at the same level. Our policy recognises this and helps smooth the transition, encouraging people to return to work and continue with their career progression.
- We have also adopted a hybrid working policy. As well as other positives, this helps our female colleagues balance work and family responsibilities and gives them the flexibility they may require to remain and progress in their roles.

Women in Business Forums

Coleman Greig pioneered the establishment of the Greater Western Sydney Women in Business networking forum more than 17 years ago.

The forum has been the largest networking forum for women in business outside of the Sydney CBD, proudly supporting the rapidly expanding region of Greater Western Sydney.



At Coleman Greig, we regularly survey staff anonymously and receive positive feedback about our company culture being a supportive and inclusive environment. This is reflected in our recognition as a 5-Star Employer of Choice for 2024 by HR Daily.

Looking to the future

Women make up an important part of our firm and we remain committed to closing the gender pay gap. We have some way to go, however our strategy is proving successful, and we are already making solid progress. We are confident that our clear plan, constant attention and long-term strategy will help us achieve this goal.



Caroline Hutchinson
Principal/Director



Ashley Lamb
CEO