

**COLEMAN  
GREIG  
LAWYERS**



**WGEA  
Employment  
Statement**

# WGEA Employment Statement 2025

**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.

Coleman Greig acknowledges that WGEA's reporting on the gender pay gap is an important step in promoting transparency and advancing gender equality. However, it is important to recognise that differences in reporting requirements across law firm structures can affect comparability.

As a corporatised law firm, Coleman Greig is structured as a company rather than a traditional partnership. This means our WGEA reporting includes the remuneration of all employees, including senior leaders. In contrast, traditional partnership firms are not required to include partner remuneration in their submissions. As a result, comparisons between corporatised firms and partnership-based firms do not reflect like-for-like workforce structures and can present an incomplete picture when viewed in isolation.

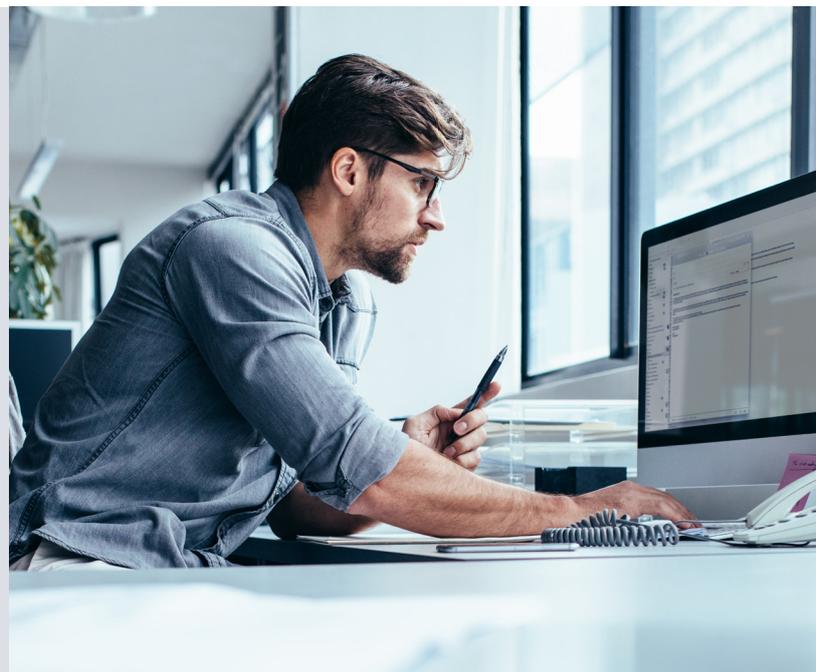
We would also like to highlight that an equal pay gap is different to a gender pay gap. Of course, everyone in our firm who carries out the same role at the same level and standard is paid the same, no matter what gender they are.

Like many law firms, our gender pay gap is influenced in part by the higher representation of women in support and administrative roles, which are typically structured differently to fee-earning positions. This dynamic can be more evident in smaller firms such as ours, where administrative functions are managed within the firm rather than through larger centralised structures, which can affect overall workforce composition and remuneration distribution.

## Looking at the Data

Coleman Greig is a female-led organisation at the highest level, with the firm led by a female Executive Chair and supported by strong female representation across leadership roles. This leadership foundation reflects our clear commitment to advancing women within the firm.

This commitment is reflected in the continued progression of female talent across the organisation. Women represent 60% of managers, with 79% of new appointments during the reporting period being women. This highlights the strength of our female talent pipeline and the opportunities available for women to progress within the firm.



Consistent with these outcomes, we have also seen improvement in our gender pay gap. The average total remuneration gender pay gap has reduced from 48.4% to 45.4% over the past reporting period. While there is more work to do, this reduction reflects progress and supports our ongoing focus on strengthening female representation across all levels of the firm.

Taken together, these outcomes reflect Coleman Greig's continued focus on supporting women and maintaining a workplace where women are well represented and positioned to progress in their careers.

## Promotions

During this reporting period, 78% of promotions were achieved by women. This demonstrates the strength of our female talent pipeline and reflects our ongoing focus on supporting the progression of women into more senior roles. These outcomes highlight the meaningful opportunities available for women to develop their careers and advance within the firm.



## Family-Friendly Initiatives

We continue to foster a range of initiatives to support gender equality and address the gender pay gap at Coleman Greig.

Some examples include:

- We continue to provide paid parental leave to support employees during periods of parental leave. This ensures employees are financially supported during this important time and reflects our commitment to supporting working parents.
- We provide additional support during significant life events, including 5 days' paid miscarriage leave and 5 days' fertility leave, reflecting our commitment to employee wellbeing.
- We continue to provide hybrid working arrangements across 3 geographic sites, offering flexibility that enables employees to effectively balance their professional and personal responsibilities, and supporting the attraction, retention, and progression of our talent.

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 2025 by HR Daily.

## Women in Business Forums

Coleman Greig pioneered the establishment of the Greater Western Sydney Women in Business networking forum more than 19 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, whilst it fosters relationships and grows business networks between women.



## Looking to the future

Women are a vital part of our firm, and their contribution is central to our continued success. We are committed to advancing the progression of women and to reducing the gender pay gap over time. While we recognise there is more to be done, we are seeing encouraging progress, particularly through the strong representation of women across our workforce and leadership pipeline. We remain focused on creating an environment where women are supported to grow, progress, and importantly succeed.



Caroline Hutchinson  
**Principal/Director**



Ashley Lamb  
**CEO**