



Employer Statement

At Gray Puksand, we recognise that diversity drives better outcomes for our clients, our firm, and our people. An inclusive and diverse workplace enables our employees to bring their authentic selves to work, fostering creativity and empowering them to deliver innovative outcomes.

A sense of belonging and inclusivity is at the heart of our values and employee experience. Gender equality is a key pillar of our Diversity, Equity, and Inclusion (DE+I) commitment, and addressing the gender pay gap remains an ongoing strategic priority, led by the Board and Leadership team.

Over the past year, we have taken steps to address the gender pay gap and track our progress. As part of our strategy, we have analysed pay equity in our organisation, identified the underlying causes of the gender pay gap, and set measurable goals to close it over the long term.

Based on WGGEA's analysis, our gender pay gap stands at 13.1%, which is 5.9% ahead of the industry benchmark. Since 2022, we have made significant progress, reducing the gap by 22%. While we are encouraged by this progress, we acknowledge that more work is required to achieve full gender pay equity.

One of the key drivers of our gender pay gap is the overrepresentation of women in Interior Design (93% of the team), a discipline where pay levels generally lag behind those in Architecture. This gender imbalance, combined with the salary disparities across these two disciplines, contributes to the gap. Additionally, there are broader industry trends that impact pay levels for women, particularly in traditionally male-dominated fields such as Architecture.

To accelerate progress on gender pay equity, we have taken several targeted actions, including:

Salary Audits + Pay Transparency

We have conducted internal salary audits to assess and address disparities between men and women within each discipline. These audits will continue to guide our future compensation strategies.

Promoting Females in Senior Leadership

We are committed to increasing the representation of women in senior leadership and Board roles. This includes targeted leadership development programs and mentoring to ensure more women are equipped to take on senior roles within the firm.

Enhanced Paid Parental Leave

We offer a paid parental leave policy of up to 18 weeks for both men and women, which removes any gender-based bias. This is one of the many ways we are fostering equity and promoting shared responsibility in caregiving and supporting women in returning to the workforce.

Ongoing Education + Cultural Change

We are investing in ongoing DE+I training programs to ensure that all employees are aligned with our commitment to gender equality, fairness, and respect in the workplace.

We acknowledge that breaking down the barriers to a more equitable workplace will take time, persistence, and a commitment to cultural change. We are dedicated to strengthening and building upon our efforts, focusing on key strategies that ensure we not only deliver on but are also recognised for our commitment to gender equality, diversity, and inclusion within our company.