

# Australia New Zealand Gender Pay Gap Report

2023

# Foreword

## Welcome to AECOM's inaugural Gender Pay Gap Report for Australia and New Zealand.

I have seen the power and impact of diverse and inclusive teams throughout my career. They innovate faster, mitigate bias and drive engagement.

Providing equitable opportunities for women in our business to grow their careers is central to building a diverse and inclusive workplace where each of us feels supported to be who we are and to deliver a better world.

Our organisation-wide gender pay gap is closing. However, our Gender Pay Gap Report shows that we have a lot more work to do.

Like much of our industry, our organisation-wide pay gap remains too high, primarily due to a lower proportion of females in senior leadership roles. It will continue to be a challenge until we have a more balanced number of women working across all levels of our business.

Understanding our organisation-wide gender pay gap enables us to drive targeted and consistent actions that deliver equitable improvements.

We are increasing our investment in programs and practices like our *Advocate* program and *mCircles* that support women

to thrive. Our [gender equity strategy](#) outlines our key targets to increase our female workforce and the proportion of women in leadership. It also outlines some of our initiatives to help overcome barriers in the industry and our organisation.

Infrastructure has the power to create opportunities for all, and I want to see us close our gender pay gap with more women choosing to join AECOM to grow their careers.

In this report, we share how we are taking action to close our gender pay gap and drive long-term change across our business.

**Mark McManamny**  
Chief Executive  
Australia New Zealand, AECOM



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**Understanding our organisation-wide gender pay gap enables us to drive targeted and consistent actions that deliver equitable improvements.”**

## Why we've got a pay gap

In AECOM's Australia and New Zealand region, our gender pay gap reflects the imbalance we see across the wider industry, with a higher proportion of men employed at all levels across our business.

Our actions today are driving change across our business. We have seen an increase in our female hiring rates when we embed diverse hiring practices – ensuring diverse shortlists are provided to hiring managers with at least one female, having diverse interview panels for leadership interviews, and empowering hiring managers with inclusive hiring training.

Our representation of women in leadership positions is 23.4%, our highest to date (career levels 5-8 and Executives). Where there is an imbalance of female representation at an organisational level, we are determined to improve.



**Lisa Cronk**  
ED&I Lead  
Australia New Zealand

“  
**Our representation of women  
in leadership positions is 23.4%,  
our highest to date.”** -Lisa Cronk

## Our commitments

AECOM has a clear [gender equity strategy](#), targeting:

- 40% women overall by 2025
- 25% women in leadership positions by 2025
- A hiring rate of 40% women
- A graduate hire rate of 50% women

We're making progress. Through our initiatives to achieve greater gender diversity, our gender pay gap is slowly reducing – reflecting the increase in representation of women in leadership roles.

We continue to invest in attracting, hiring, and retaining women to drive a more gender-balanced workforce and reduce the gender pay gap. AECOM continues to monitor and review remuneration, including completing annual remuneration analysis through a gender lens.



**James Rosenwax**  
Regional Managing Director NSW & ACT  
and ED&I Committee co-chair,  
Australia New Zealand

## Looking to the future

The development and progression of our female talent is inherently linked to reducing our gender pay gap. So, we are committed to creating an environment where women thrive, and we are investing significantly in programs and initiatives that empower and encourage career growth.

Our culture is underpinned by AECOM's global Freedom to Grow framework, which supports all of our people to work in a way that suits their lives, their team and clients, offering the balance and flexibility needed to be at their best.

We invest in several structured career advancement programs for women, such as our [Advocate](#) program, which pairs our high-potential women with executive sponsors for a seven-month program.

Our [mCircles](#) network is a mentorship program and an open forum for women at all career levels across AECOM to seek advice for career growth, attend development workshops, and explore key job opportunities across our organisation.

In the broader industry, AECOM continues to partner with organisations like [Work180](#) and [Where Women Work](#) to encourage more women to join us and build our network of female talent.



**Kate Dunton**  
Director, Clients + Marketing  
and ED&I Committee co-chair,  
Australia New Zealand

# Summary

## What is a gender pay gap?

The organisation-wide gender pay gap (GPG) measures the difference between the average or median earnings of men and women in an organisation, expressed as a percentage.

The gender pay gap is not the same as an equal pay gap. Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value. Organisation-wide gender pay gaps are not a comparison of like-for-like roles. Instead, they show the difference between the average or median pay of all women and all men across organisations, industries and the workforce.

## What is AECOM ANZ's gender pay gap?

- Our Australian **median base salary GPG is 24.5%**, and its **median total remuneration GPG is 25.1%**. (For 2023 reporting date)
- New Zealand's **median base salary GPG is 27%**.

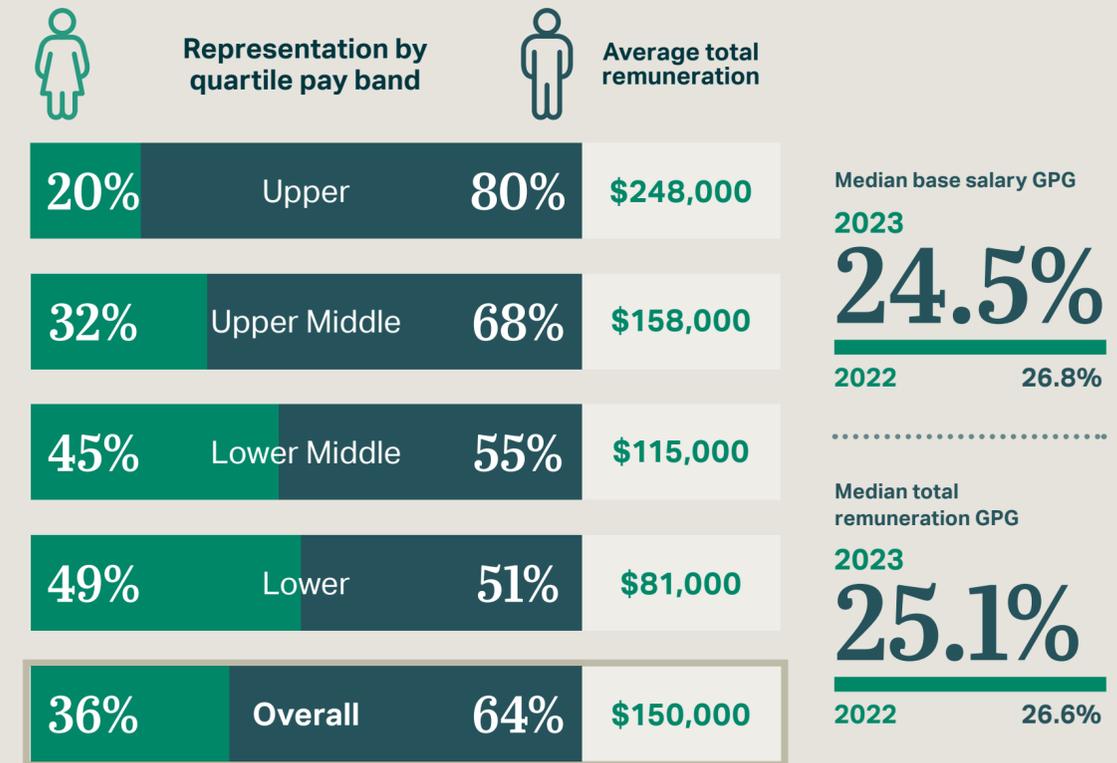
In Australia, we have a smaller gap compared to our industry. The benchmark for Professional, Scientific and Technical Services employing 1,000-4,999 people is a median base salary GPG of 27.2% and a median total remuneration GPG of 29.2%. There is no industry data available for New Zealand.

## What has impacted AECOM ANZ's gap?

Our pay gap reflects our workforce – we have a larger number of men in the organisation and in leadership positions, which are reflected in the upper and upper middle quartile pay bands.

When we analyse the gender distribution across pay quartiles, we see the greatest disparity at our more senior levels.

### AUSTRALIA



### NEW ZEALAND

Median base salary GPG  
2023  
**27%**

**The aspiration is to remove the gender pay gap in favour of men or women so the closer to zero is considered better.**

- Base salary calculations include the fixed remuneration of employees, annualised for part year or part time employees. Total remuneration calculations include superannuation, overtime, bonuses and other additional payments.
- The 2022-23 gender pay gap calculation does not include voluntary salary data submitted for CEO, Head of Business(es), overseas managers and casual managers.
- Part-time, casual and part-year employees are annualised to their full-time equivalent.
- The reporting excludes employees who did not receive any payment during the reporting period.
- Employees identified as non-binary are not included, while WGEA establishes the baseline level for this new information.
- NZ median total remuneration GPG currently not available. Will be reported in 2024.

## Key Terms

*click tabs to view*

# Our commitment

How we're working to reduce the gender pay gap at AECOM

 *click tabs to view*

# What our people say

### About AECOM

AECOM is the world's trusted infrastructure consulting firm, delivering professional services throughout the project lifecycle — from advisory, planning, design and engineering to program and construction management. On projects spanning transportation, buildings, water, new energy, and the environment, our public- and private-sector clients trust us to solve their most complex challenges. Our teams are driven by a common purpose to deliver a better world through our unrivaled technical and digital expertise, a culture of equity, diversity and inclusion, and a commitment to environmental, social and governance priorities. AECOM is a *Fortune 500* firm and its Professional Services business had revenue of \$14.4 billion in fiscal year 2023. See how we are delivering sustainable legacies for generations to come at [aecom.com](https://www.aecom.com) and [@AECOM](https://www.aecom.com).