

CBUS Gender Pay Gap

Employer Statement
2024-2025



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Our commitment to gender equality



CBUS is committed to achieving gender equality and creating a workplace where all employees have equitable access to opportunities, progression and fair remuneration. Gender equity is fundamental to our purpose and values.

As an industry superannuation fund, we serve a diverse membership and workforce, and we recognise that equity is essential for trust, innovation, and long-term success for our members.

We recognise that addressing our gender pay gap requires sustained, evidence-based action and strong accountability across all levels of the organisation.

This Employer Statement provides context to our 2024–2025 gender pay gap results and outlines the actions we are taking to support long-term improvement.

Our gender pay gap

In our 2024-2025 report to the Workplace Gender Equality Agency (WGEA), our average total remuneration gender pay gap was 17.4%, with a median gap of 14.4%.

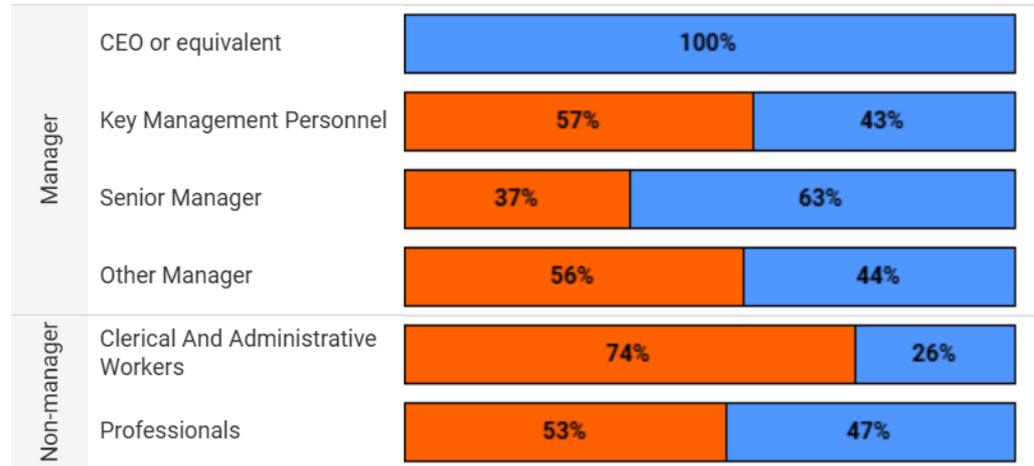
We achieved gender parity across our overall workforce.

Analysis of our 2024-2025 WGEA data indicates that the gender pay gap is primarily driven by workforce composition by occupation, rather than unequal pay for women and men performing the same or comparable roles.

Source: WGEA Report 2024-2025

Workforce composition by occupation

Women | Men



Our Actions

International Women's Day 2025

As part of our Diversity, Equity, Inclusion and Belonging Strategy, we introduced our Gender Equity Roadmap during the 2025 International Women's Day event.

This roadmap outlines our commitment to advancing gender equity through fair and transparent pay practices, support for flexible working, and the creation of safe, inclusive, and discrimination-free workplaces for all employees.

Established a Gender Equity Working Group

We formed a cross-functional, diverse working group of employees to co-design a gender equity action plan.

This group brings lived experience and varied perspectives to identifying barriers, setting priorities and shaping solutions.

Development of a Gender Equity Action Plan and Target Setting

Developed with the Gender Equity Working Group, through consultation and lived-experience sharing, the plan outlines practical actions.

It focuses on improving remuneration policies, strengthening career pathways, increasing gender balance, supporting flexible ways of working, and ensuring safe and inclusive workplaces.

This work aligns with the obligations under the Workplace Gender Equality Amendment (Setting Gender Equality Targets) Bill 2024, which requires organisations with 500+ employees to select and either make progress or achieve three gender equality targets.

Menopause and menstrual health support

In partnership with Menopause Friendly Australia, we provided organisation-wide menopause training to build awareness, reduce stigma and support retention and wellbeing for employees experiencing menopause. This help support the application of our Menopause and Menstrual leave.

Job Grading and Pay Range Frameworks

Progress has been made and remains on track to implement a structured job grading and pay range framework by 1 July 2026.

These frameworks will support greater consistency and transparency in how roles are remunerated, and by embedding industry-leading pay grading practices, we will continue to bridge the gender pay gap

Our focus for the year ahead



Setting our three mandatory Gender Equality Targets and finalise our Gender Equity Action Plan

Strengthen the capabilities of our People Leaders and employees to create an equitable, supportive, and connected workplace

Explore opportunities to attract, retain, and advance diverse talent

Ensuring transparency in pay practices and actively work to close our gender pay gap

Challenging harmful gender stereotypes, promoting health and wellbeing for all genders, and ensuring equitable access to leave, flexibility, and inclusive facilities

Implementing and embedding Job Grading and Pay Range Frameworks

Governance and accountability



Our Employer Statement and gender equity actions are backed by senior leadership and reviewed regularly to drive measurable and enduring progress. Progress is monitored through quarterly and annual reporting to the Board and the People, Culture & Remuneration Committee, with outcomes shared across the Executive and internally to ensure transparency.



Feedback mechanisms such as all staff anonymous surveys and engagement session inform continuous improvement, enabling governance forums to refine strategies and resourcing as priorities evolve. These commitments reflect our organisational values and our broader strategy to create a fair, inclusive, and equitable workplace for all.