



Accountants & Advisors

Take the lead

Gender Pay Gap

2025 – Accompanying statement |
Workplace Gender Equality Agency
(WGEA)

Australia's *best kept*
accounting secret

Last year, we took a significant step forward by publishing our inaugural Gender Pay Gap (GPG) Report, demonstrating our commitment to aligning our purpose, values, and strategy with a strong focus on Diversity, Equity, and Inclusion (DEI). Building on this foundation, we are pleased to share the results of our second GPG report for the 2023-24 reporting period, reflecting our continued dedication to creating an equitable workplace.

Our findings reveal a median total remuneration gender pay gap of -3.3%, a noteworthy contrast to the accounting services industry average of 3.2%.

According to the WGEA, gender pay gaps within the range of -5% to +5% are considered optimal, ensuring that neither gender is significantly advantaged. Our result within this range reaffirms our commitment to creating a balanced and inclusive environment for all employees.

This report provides an in-depth analysis of our GPG data and metrics, along with an overview of our DEI strategy. Thank you for your continued dedication and for contributing to a truly equitable workplace.

Duane Rogers, CEO & Partner



Duane Rogers
CEO & Partner

Workplace Gender Equality Agency – GPG comparison

A positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men.

SW Gender Pay Gap relative to other employers

What does the Gender Pay Gap (GPG) include?

- The GPG includes base salary, overtime, bonuses and any additional payments.
- The gender pay gap is the difference in average earnings between women and men in the workforce. It is not to be confused with people being paid the same for the same, or comparable, job – this is equal pay.

Workforce composition

Since the last reporting period our workforce composition has changed slightly with a higher percentage of women making up our total workforce.

As at the reporting period, the SW Board continues to have equal numbers of men and women (as compared to an industry composition of 32% women and 68% men).

The GPG in Australia is currently 21.8% according to the latest data from the Workplace Gender Equality Agency (WGEA). This means for every dollar earned by men, women earn 78 cents.

Across all employers, 50% have a total remuneration median gender pay gap larger than 8.9%.

Pleasingly SW's GPG of -3.3% is well below this national statistic and represents an optimal range according to the WGEA.

There continues to be a strong representation of cultural diversity across the firm, including a high proportion of bilingual team members - we look forward to building on and quantifying this data as part of our DEI strategy and action plan.

We remain committed to focusing our efforts on increasing female representation at Partner level via our pathways to Partnership and targeted career development programs.

SW's current workforce composition*	Women	Men
Number of employees	167	142
Number of full-time employees	143	128
Percentage of Partners	27%	73%
Number of Executive Board members	50%	50%
Percentage of total workforce	54%	46%

*We note that we do not have any individuals who self-identify as non-binary, trans, gender diverse, agender, genderqueer or genderfluid. Total workforce does not include Partners



Workplace Gender Equality Agency Gender Pay Gap

Gender pay gap and industry comparison

The table to the right highlights that, from a GPG perspective, SW is sitting in the 'neutral zone' meaning that it does not significantly favour either men or women, it also shows that we are performing better than our peers.

This is a positive result for SW and provides a foundation upon which we can continue building our efforts towards equality and inclusion.

Calculation	SW	Industry comparison
Average (mean) total remuneration	1.5%	6.9%
Median total remuneration	-3.3%	3.2%
Average (mean) base salary	1.0%	6.0%
Median base salary	-4.6%	4.1%

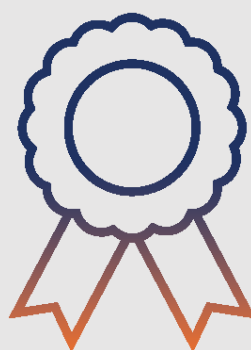
Internal Pay Gap analysis

Position	Gap	
	Mean %	Median %
Associate Director / Senior Manager	3.00%	-1.68%
Manager	-0.36%	-0.41%
Assistant Manager	2.04%	-0.96%
Senior	1.16%	0.00%
Intermediate	-0.54%	1.67%
Graduate	-1.88%	-1.53%
Administration	-3.82%	0.00%

The table to the left is SW's own internal pay gap analysis by level.

We recognise that comparing to industry is not enough and we must ensure that, internally, there is transparency around where any identified gaps exists so we can target our efforts in driving equality.

Gender pay gap and industry comparison



1.5%

SW being 5.4% more favourable when compared to the industry average

6.90% Accounting industry



Diversity, Equity & Inclusion



The gender pay gap is an essential metric for measuring and tracking gender equality across our organisation.

It is not the only measure and needs to form part of a holistic approach to ensuring an equal and inclusive employee experience for all our people. Our commitment to the execution of the DEI strategy is an important enabler to ensuring equity and inclusion beyond GPG.

The three pillars that underlie our DEI strategy and actions



Leadership & Governance

Strengthen visible leadership commitment, governance and overall accountability for DEI



Education

Build the knowledge and capability of DEI for all our people to support a safe and inclusive culture



Policies, Programs & Partnerships

Embed DEI principles into the employee life cycle including attraction, recruitment, development and progression

Our DEI aims

We have a DEI strategy and action plan that will be supported by a DEI Committee made up of a passionate and diverse cross section of our people. Our DEI Committee will support and guide us to achieve our DEI aims.



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SW acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.