Pax Australia Pty. Ltd
Quality aerosol and liquid manufacturers
A.B.N. 42 000 447 414
9 Williamson Rd, Ingleburn NSW 2565
Phone: (02) 9829 2322

Pax WGEA Employer Statement 2025- 2026

Reporting Entity
Pax Australia Pty Ltd (ABN 42 000 447 414)
1852-Cosmetic and Toiletry Preparation Manufacturing

Pax Australia is a diverse and inclusive workplace and employs people from numerous cultural backgrounds, religions, genders, ages and skillsets.

We strive to achieve equal opportunities and outcomes for our women and men. This is evidenced in the obtainment of our Workplace Gender Equality Agency ('WGEA') Compliance Certificate. We participate in annual assessments through Ecovardis and SEDEX and subscribe to onsite external audits.

Employees are paid according to the role/function they execute. No gender bias delineates any person within our company from doing a role that they are suited to and qualified for, and they are paid appropriately to that role/function whether male or female.

Salaries are set by awards/industrial or workplace agreements. Any functioning manager, male or female is paid at the rate of the function determined using AIM salary scales. This is not based on nor influenced by gender whatsoever.

According to the analysis conducted by WGEA for 2024-2025, the total remuneration gender pay gap for Pax Australia is 13.8%, the comparison group is 11.7%. The WGEA total remuneration average gender pay gap for 2025- 2026 is 21.1%

Pax Australia has undertaken analysis to understand the root cause of our gender pay gap with a key finding that our gender pay gap can be attributed to a higher proportion of females in positions which are classified in the lower pay quartile.

The concentration of men in the upper levels of the workforce (upper middle quartile and upper quartile) and women in lower levels (lower quartile) has contributed to Pax Australia's gender pay gap. This composition lowers the overall average female total remuneration calculation and therefore creates Pax Australia's overall gender pay gap outcome.

Roles/ functions covered in the upper levels of the workforce require TAFE or University qualifications. Employees are encouraged to seek and partake in education relevant to their employment function and associated duties, we have a program available for all employees regardless of gender to upskill in tertiary education.

Pax Australia values consultation with stakeholders throughout the company, we regularly meet and consult with employees, management and union representatives.

Pax Australia undertakes a range of activities including talent mapping, succession planning, goal setting, performance management and training and development.

Pax is committed to aligning action with the WGEA gender equality indicators.

Paul Curryer
CEO, Director and Member of the Board of Directors.
Pax Australia Pty Ltd