Our Gender Pay Gap Statement

The Workplace Gender Equality Agency (WGEA)’s publishing of gender pay gap data is a very welcome change and we appreciate the opportunity to transparently share our commitment to fostering gender equality at Envato. We are proud of our value, Embrace Diversity, it is at the heart of everything we do and helps to drive our business decisions every day.

Looking back at our achievements in embracing diversity in 2023 in our partnerships, initiatives, investments, and training, we’re proud of our continued journey to improve how we contribute to building a diverse, equitable, and inclusive environment for Envatians and those we work with. This includes our commitment to closing the gender pay gap and improving our workforce representation at Envato. We know there are always more ways to evolve and we are committed to continuing to improve our gender pay gap and workforce representation at Envato.

Envato’s gender pay gap results

<table>
<thead>
<tr>
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<th>Envato’s results from the 2022-23 reporting period</th>
<th>National</th>
<th>Industry Comparison Group</th>
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</thead>
<tbody>
<tr>
<td>Average (mean) total remuneration</td>
<td>16.5%</td>
<td>21.7%</td>
<td>17.3%</td>
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<tr>
<td>Median total remuneration</td>
<td>19.4%</td>
<td>Unavailable</td>
<td>18.8%</td>
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We take our gender pay gap result seriously and we are confident that with continued targeted action, we will further reduce our gender pay gap by the next reporting period.

Organisational context and gender pay gap drivers

We’re a global team spanning across Australia, New Zealand, Mexico and the United States and we look at our gender pay gap across all our locations. We aspire to take action globally to help improve fairness and equality, identify and close gender-based gaps, and prevent new gaps being formed.

For this reporting period, we have identified our upper pay quartiles as the location of the largest gender pay gap. As such, this is one of our identified focus areas. The biggest driver behind our pay gaps across all countries continues to be the high percentage of representation of men in our more senior, higher paid roles and high percentage of representation of women in our lower paid roles.

While we are incredibly proud of our Developer Apprentice Program offering to carve career pathways for women in tech and increase women representation in tech, we acknowledge that these women are in our lower pay quartiles which contributes to our workforce composition across Envato.
Remuneration at Envato

Our People team, alongside our board and executive team, maintains oversight and drives the remuneration philosophy globally. They are responsible for ensuring consistency of application across the business, maintenance of budget guidelines and establishing and running processes to limit the impact of any manager’s potential bias – whether conscious or unconscious.

During our remuneration and promotion processes, we review our gender pay gap, in real time, through internal reporting and use of the pay gap visibility tool equid. Equid also gives us the ability to model impacts of any salary increases and, where identified, we can take positive action to rectify any gender pay variances.

Strategy & action

Envato is a certified B Corp, demonstrating our commitment to sustainable change beyond the bottom line. We have an overall DE&I strategy, and our gender equity plan forms part of this. Each year, we publicly report on all our key DE&I metrics – including gender composition and core people movement metrics such as promotions and new hires. Gender is a key focus of our DE&I strategy, as the tech industry has traditionally been dominated by men.

Our CEO, Hichame Assi, has publicly stated that he is committed to gender equity. “We are committed to sustainable change and balancing purpose with profit and benefiting society at large. Gender equity is a key focus for us, and benefits all.”

We’ve made huge strides in our commitment to fostering gender equality within our organisation with the following updates to policies and programs that underpin our commitment to diversity and inclusion.

Reporting

In early 2023, Envato partnered with equid, a platform committed to helping organisations close their gender pay gaps. It enhances our culture and decision-making on how we approach gender equity, significantly improves and streamlines reporting due to having real-time data at our fingertips with predictive technology to identify and correct gender pay gaps.

We hold ourselves accountable to a number of gender pay gap reporting commitments including:

- WGEA standards that promote and improve gender equality across Australian workplaces
- Australian Workplace Equality Index
- Internal reporting on a quarterly basis to the Envato Board and leadership teams

Other supporting programs:

- **Parental leave** - In 2023 we upgraded our parental leave offering, giving primary caregivers 20 weeks separate from government entitlements, increased secondary carer leave to 6 weeks, and continued the partnership with [Grace Papers](#) for employee and manager support in work-life balance.
● **Employee resource groups** - We have a number of voluntary, employee led groups who connect around shared interests. In 2023, the global Gender Diversity in Leadership group launched which aims to champion gender diversity across the business. This group alongside our Tech Gender Diversity Network, which helps to provide a safe, inclusive, and supportive space for conversation and a place to uplift those who consider themselves to be of an underrepresented gender in tech, both have a keen focus on gender pay gap.

● **Remote-first and flexible work arrangements** - We foster a remote-first environment that offers flexible work arrangements to accommodate Envatians’ needs and caregiving responsibilities.

● **Inclusive hiring practices** - We do not ask potential employees for information about their current salary or salary expectations at any point during the hiring process. We have diverse interviewing panels who participate in tailored training on inclusive hiring practices. We have targeted search practices for female talent for specific roles, particularly in teams and specialisations that are less gender diverse.

**Future focused**

While we have made significant progress in narrowing our gender pay gap, we acknowledge that we still have work to do and are committed to actively improving the gap and workforce composition.

We have a number of projects planned for the next 12 months already, including:

- Refreshing our DE&I strategy
- Working towards achieving Silver status at the Australian Workplace Equality Index
- Becoming an employer of choice with WGEA
- Continuing to support and encourage our employee resource groups to roll out DE&I initiatives globally
- Continuing to recognise and celebrate diverse cultural observances with both in person and virtual events and educational sessions

Envato values WGEA's commitment to closing the gender pay gap and we are committed to further reducing our gender pay gap and improving our workforce representation.