

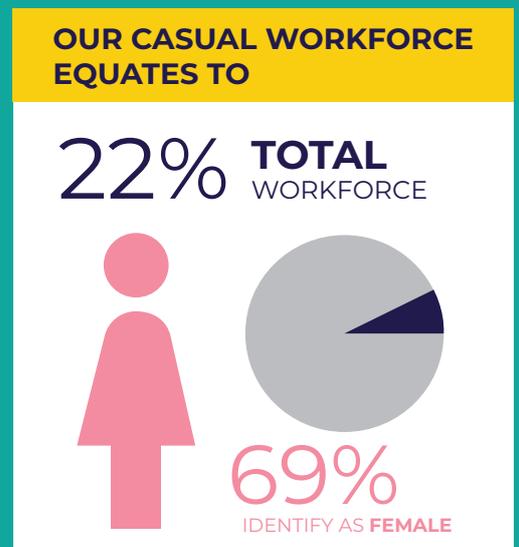
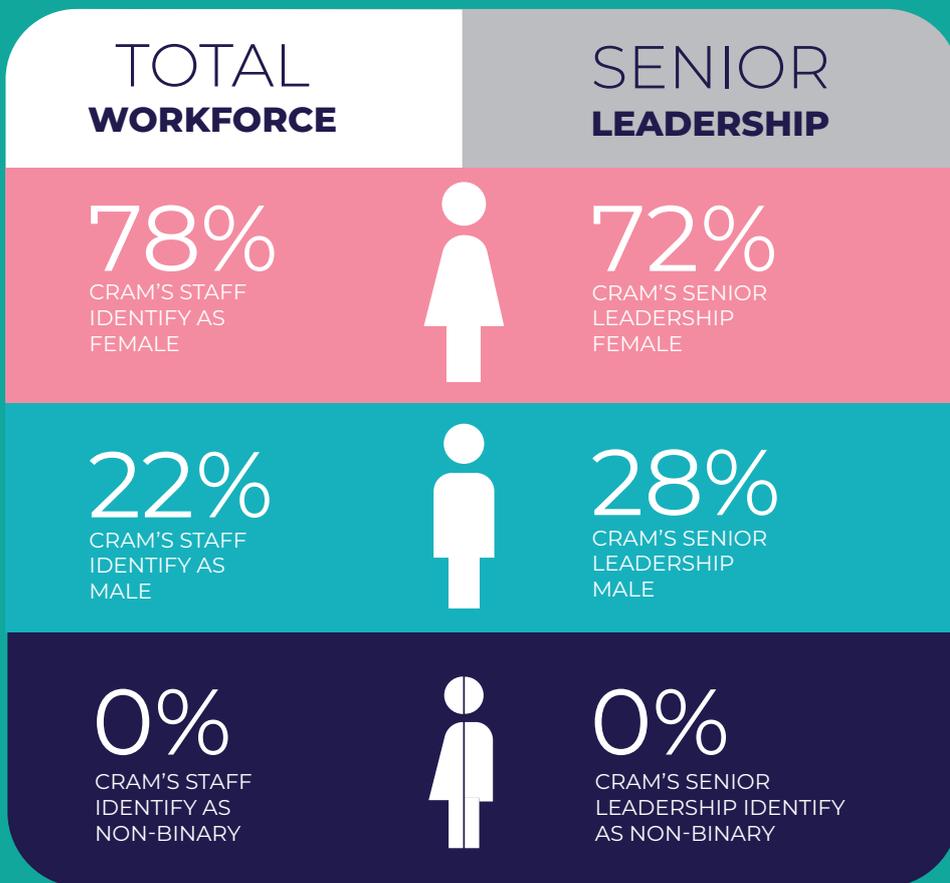
THE CRAM FOUNDATION GENDER PAY GAP STATEMENT

2024/25 Reporting Period
(information captured as of 30 June 2025)

CRAM SITS WITHIN THE HEALTH CARE AND SOCIAL ASSISTANCE CATEGORY AND HAS A NEUTRAL GENDER PAY GAP (-5 AND +5%).



CRAM EMPLOYS APPROXIMATELY **218 STAFF** ACROSS THE ILLAWARRA AND SHOALHAVEN REGIONS OF NSW. OUR EMPLOYMENT SPLIT IS **26% F/T, 52% P/T AND 22% CASUAL**.



DURING THE 2024/2025 REPORTING PERIOD OUR GENDER PAY GAP REMAINS WITHIN THE NEUTRAL RANGE FOR THE THIRD YEAR IN A ROW, REFLECTING OUR LONG-TERM FOCUS ON FAIR REMUNERATION FOR ALL EMPLOYEES. CRAM SUPPORTS PEOPLE WITH DISABILITY VIA A 24/7 ROSTER, PREDOMINANTLY IN PART-TIME ROLES ALLOWING FOR A FLEXIBLE WORK/LIFE BALANCE THAT BEST SUITS OUR EMPLOYEE'S PERSONAL CIRCUMSTANCES.

WHAT WE HAVE NOTICED IN THIS YEAR'S DATA IS THAT THIS FLEXIBILITY AND EMPLOYEE CHOICE HAS A DIRECT IMPACT ON OUR GENDER PAY GAP, WHICH HAS INCREASED OVER THE PAST 12 MONTHS. THIS CAN BE ATTRIBUTED TO A GREATER PROPORTION OF OUR MALE EMPLOYEES WORKING MORE OVERNIGHT, AFTERNOON AND PENALTY SHIFTS COMPARED TO THEIR FEMALE COUNTERPARTS.

WE CONTINUE TO ITERATE ON OUR PRACTICES TO ENSURE EQUITABLE OPPORTUNITIES FOR ALL GENDERS AND REMAIN COMMITTED TO FOSTERING AN INCLUSIVE ENVIRONMENT WHICH ENRICHES OUR ORGANISATIONAL CULTURE AND THEREFORE THE SERVICE DELIVERY OF THE PEOPLE WE SUPPORT.