Helia gender pay gap statement 2025.

About Helia

As Australia's leading Lenders Mortgage Insurance (LMI) provider, we harness the power of almost 60 years' experience to help home buyers achieve home ownership sooner. Since 2010, we have helped almost 1.2 million Australians achieve home ownership.

Helia is committed to fostering a culture that reflects the diverse nature of our workforce and supports the individual needs of all our people.

Gender Equality has been a long-term commitment in our Diversity, Equity and Inclusion strategy endorsed by the Board and we have a clear vision for gender diversity and inclusion at all levels of the organisation.

Our gender pay gap numbers.

Helia has achieved gender pay equality for a second successive year. Our average total remuneration gender pay gap is -3.4% and the median is -2.5%.

Diversity, Equity, and Inclusion (DEI) initiatives have played a crucial role in this achievement, these include:

- Career development supporting professional growth and creating a pipeline for future leaders, including addressing the needs of female leaders.
- Comprehensive gender balance focus during the performance review process and equal pay analysis during remuneration review processes.
- Women in leadership targets specifically at the Board and senior leadership levels, as well as a focus on balanced workforce composition.

We also acknowledge the importance of flexible work and have a hybrid and flexible approach to working, supporting people with caring responsibilities to have equal access to opportunities.

"Achieving gender pay equity reflects the core values we uphold as a company — a commitment to creating an inclusive and equitable workplace that supports all of our people to realise their potential," Pauline Blight-Johnston, Chief Executive Officer, "it is this commitment that underpins our continued efforts to deliver equity of both opportunity and outcomes for our people, knowing that achieving this requires ongoing focus".