



## Helia achieves gender pay equality for a second successive year, taking the lead

Helia Group Limited has been acknowledged by the Workplace Gender Equality Agency (WGEA) for providing gender pay equality for the second successive year and is again recognised by WGEA for the eleventh consecutive year as an Employer of Choice for Gender Equality.

“I am incredibly proud of this achievement,” said Helia Chief Executive Officer and Managing Director Pauline Blight-Johnston, “and I am especially proud that Helia is again acknowledged for its leadership delivering equity and inclusion for our people.”

“Our commitment to diversity, equity, and inclusion is a fundamental cornerstone of our culture.”

WGEA’s industry benchmarking indicates the average gender pay gap for general insurance companies is +24.8% compared to Helia’s average gap of -3.4% in 2023-24, and a median gap of -2.5%, making Helia a positive outlier amongst its industry peers.

“We are focused on maintaining this position moving forward,” Ms Blight-Johnston said.

“This result reflects the core values we uphold as a company — a commitment to creating an inclusive and equitable workplace for all,” Ms Blight-Johnston said. “Diversity, Equity, and Inclusion (DEI) initiatives have played a crucial role in this achievement, and it is through these initiatives that we foster an environment where everyone can thrive. By doing so, we not only empower our people but also deliver greater value to our customers, suppliers, and the communities we serve.”

<sup>1</sup> A positive percentage indicates men are paid more on average than women in an organisation. A negative percentage indicates women are paid more on average than men.

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### **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.

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