

WGEA Employer Statement February 2026

Roberts + Morrow is committed to achieving and sustaining workplace gender equality and recognises the importance of diversity and inclusion in supporting positive professional and business outcomes within the accounting industry.

At an Executive and Partner level, gender representation is balanced, with women and men equally represented and remunerated equitably for roles of equal responsibility. This reflects our commitment to equal pay principles and merit based progression at senior levels of the organisation.

We acknowledge that our associate level workforce is predominantly female and recognise the importance of improving gender balance across all levels of the organisation. Our next round of promotions to this level has more male than female candidates which will result in an equal balance with equitable remuneration for this group.

The biggest influence on the gender pay gap is our workforce composition. There is significantly more women in non-managerial roles compared to the industry. Since the reporting period, we have implemented targeted, merit based recruitment initiatives aimed at encouraging a broader gender mix at entry and junior levels. These initiatives have delivered positive outcomes and will continue to be refined to support a more balanced and sustainable talent pipeline over time.

Our gender composition by employment status is consistent with the industry comparison group.

Promotion decisions across the organisation are based on capability, performance and opportunity. All promotions awarded in September during the reporting period were to female employees, reflecting promotion outcomes aligned with merit based assessment processes and our ongoing focus on supporting career progression.

We continue to monitor gender representation, remuneration and career progression data to identify trends and inform practical action. Through targeted recruitment practices, equitable pay structures and transparent promotion processes, Roberts + Morrow remains committed to fostering a fair, inclusive and high performing workplace.

This statement has been endorsed by the Roberts + Morrow Partners and Executives.

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