



Employer statement

2025/26 Gender Pay Gap Report

australian**motoring**services

Foreword

Across the Australian Motoring Services (AMS) Group, we are committed to building fair and equitable workplaces. Our latest WGEA submissions provide valuable insight into where we stand today and the work we must continue to do.

For AMS, our 2024–25 results show an average gender pay gap of 24.4% and a median gap of 51.3%. In July 2024, Club Assist became part of AMS and this statement covers the gender pay for both businesses. For the same period, Club Assist recorded an average gender pay gap of –20.4% and a median gap of –24.1%. There is a positive trend towards reducing the pay gap in both businesses.

Across both organisations, we have taken meaningful steps to improve gender equity, including strengthening recruitment and development pathways, expanding flexible work options, reviewing parental leave policies and targeting salary increases for like roles in the FY25 salary review

In the year ahead, we will deepen this work by continuing to apply a gender focused lens when allocating salary increases and continue the implementation of our DEI strategy.

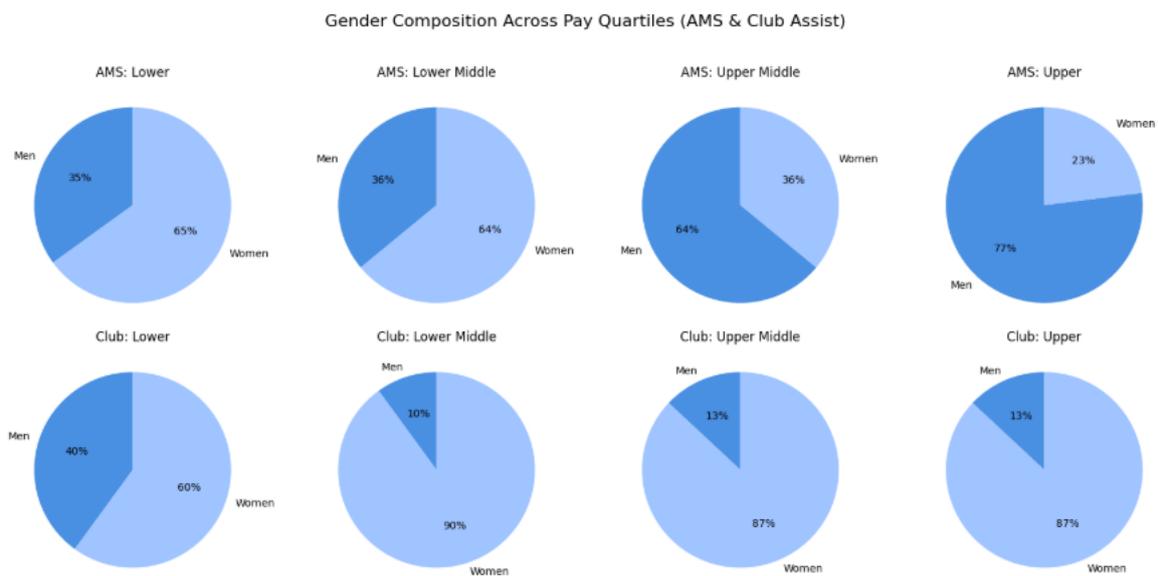
We are committed to transparency, accountability, and building workplaces where every employee has equal opportunity to grow, lead and succeed.

Rebecca Stenhouse

CEO, Australian Motoring Services

Gender Pay Gap

For 2024–25, AMS reported an average gender pay gap of 24.4% and a median gender pay gap of 51.3%. Club Assist reported an average gender pay gap of –20.4% and a median gap of –24.1%.



Our achievements so far

This is early in the journey for AMS and with 2025 being the first year of an engagement survey, we are continuing to use the data insights gained from biannual engagement surveys to inform our DEI strategy. There are initiatives AMS has undertaken over the past year that have been a direct result of feedback and represent good practice in achieving a reduction in the gender pay gap.

Some of these initiatives include

- Implementation of policies including DEI policy, industry standard Parental Leave and Family and Domestic Violence leave policy. There is also a flexible work policy.
- Biannual employee engagement surveys to help inform direction of the DEI program. There are events and forums included in our program such as Women in Tech forums, International Women's day events and NAWO women in operations
- Our Remuneration review has ensured pay equity was actively considered during the remuneration review on a like for like roles basis, and actions were taken to address and reduce identified pay gaps.

We continue to advance DEI and make progress on our roadmap through a structured, multi-layered approach that includes:

1. Embedding inclusion at critical employee touchpoints using employee led insights (through focused groups, surveys and feedback)
2. Laying strategic foundations for long-term DEI work
3. Creating cultural awareness through an integrated DEI calendar
4. Increasing organisational maturity in DEI measurement
5. Ensuring leaders have the skills and expectations to model inclusive behaviours

Reducing the gender pay gap

Although the two businesses sit at different points on the pay equity spectrum, both AMS and Club Assist are committed to strengthening gender equality outcomes. In line with WGEA's transparency framework and upcoming legislative changes, we will continue to:

- Review and refine remuneration and progression practices

- Improve gender balance across leadership and operational roles
- Support equitable access to flexible work and parental leave
- Strengthen formal policies that underpin fair and safe workplaces

We recognise that addressing gender pay gaps requires sustained, long-term effort. These results provide a clear baseline from which we will measure future improvement and guide targeted action plans across both organisations. Our goal remains consistent: building workplaces that offer fair, inclusive, and equitable opportunities for all employees.

