



CBA Employer Statement - 2025

CBA has a long-standing commitment to improving outcomes for women and our 2024 reporting outcomes reflect our continued progress.

CBA has achieved pay equity on a 'like for like basis', ensuring that everyone is paid equally for work of equal value. In the 12 months to 31 March 2024, we have also seen a year-on-year improvement in the WGEA pay gap measures. The median pay gap has decreased to 27.6% (-2pp YoY) and the mean pay gap decreased to 22.3% (-1.3pp YoY). Preliminary data for the 2025 reporting year indicates further progress is being made.

During the year, we introduced monthly pay dashboards across the organisation to help us better understand the drivers of our pay gap and provide leaders with specific, relevant pay insights for their business area to help inform more targeted action.

Women make-up nearly 54% of our Australian workforce and hold 44.9% of all leadership roles. Women make up 68.3% of our customer service operational roles in our branches and contact centres. We also have a lower proportion of women in higher paying technical specialist roles.

Currently, our focus is on increasing female representation, including through recruitment, development, and retention; greater access to flexible work arrangements; challenging gender stereotypes in roles; and encouraging and supporting more women to pursue careers in technology and specialist roles.

We recognise that continued progress requires ongoing focus over time, and we have a demonstrated commitment to this through our clear public goals and the actions we are taking.

For more information please visit our [website](#).