



WGEA Employer Statement FY24-25



At Nova Systems,
we are focused on
building an equitable
and inclusive
workplace where
people can thrive.

Our approach is grounded in our values of Trust, Professionalism, Passion and Community, with a focus on wellbeing, inclusion and belonging.

Our Gender Equality Strategy focuses on gender equality, increasing female representation across the workforce and supporting career progression.



Understanding our Gender Pay Gap



We are proud of the progress we have made to date in closing our gender pay gap and remain committed to sustained improvement.

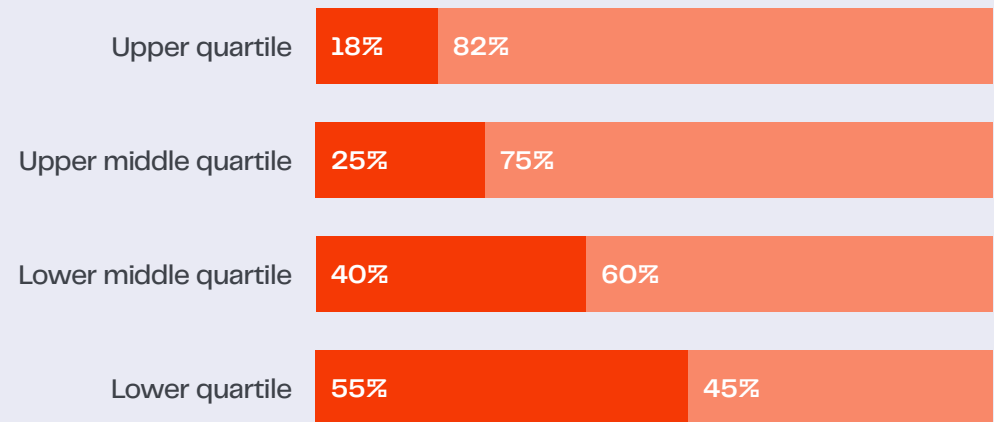
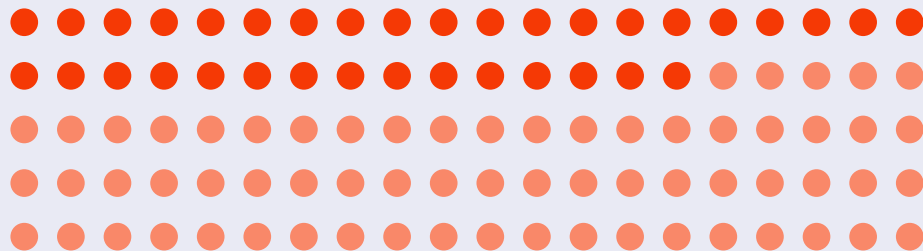
At Nova Systems, the primary driver of our gender pay gap continues to be the composition of our workforce, particularly the under-representation of women in technical and senior leadership roles. Addressing this imbalance is central to accelerating our progress.

Our gender pay gap results for the last five reporting periods are shown below:

Gender Pay Gap %	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25
Average total remuneration	18.3%	18.5%	17.5%	18%	17.5%
Median total remuneration	26.9%	25.9%	24.9%	22.2%	21.4%
Average base salary	19.9%	19%	17.1%	18.2%	17.3%
Median base salary	28.9%	26.5%	24%	22.4%	21.8%

Workforce composition

Total Workforce: **35%** Female **65%** Male



Our Progress



Nova has taken steps in recent years to strengthen gender equality and create a more inclusive workplace. These achievements provide a base for further progress and the next iteration of Nova's Gender Equality Strategy.

Key achievements to date include:



Ways of Working

Initiatives designed to embed more flexible, inclusive and equitable approaches to work and personal life balance across the organisation.



Enhanced Parental Leave Policy

Expanded leave provisions that better support carers and help remove barriers to women's participation and progression due to caring responsibilities.



Equal Remuneration

Ongoing action to ensure men and women are paid equitably for comparable work.



Family & Domestic Violence Support

Improved support structures for employees experiencing family and domestic violence.



Gender Pay Gap (GPG) Progress

Nova has shown continued progress in reducing our GPG.



Centralised Remuneration Process

A more consistent, transparent approach to role benchmarking and remuneration decisions, ensuring fair process and reducing unconscious bias in remuneration decisions.



Respect @ Work

Strengthened practices aimed at fostering a safe, respectful and inclusive workplace, free from harassment.



The TFTC Mentoring Program

The program is designed to support women in the Defence Industry by pairing them with senior mentors for a duration of 12 months. Nova has supported both mentors and mentees to participate.



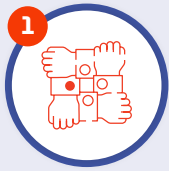
Increased female representation on the Nova Systems Board

The appointment of Christine Zeitz as a Non-Executive Director increased female representation at Board level. A more gender balanced governing body is widely recognised as supporting stronger decision making and driving positive gender equality outcomes across organisations.

Our Ongoing Commitments



We are developing our 2026–2029 Gender Equality Strategy to focus action on the areas most likely to improve gender equality at Nova. The strategy will be built around four focus areas:



1 Continuing to build an inclusive workplace

Maintain a workplace where women feel included, respected and supported



2 Development and Support

Support women's career development and strengthen leadership and development opportunities at Nova



3 Transparency

Improve visibility of gender equality performance and progress across the organisation



4 Accountability

Embed responsibility for gender equality outcomes at every leadership level

We are committed to embedding gender equality in our systems, culture and leadership practices.

We will monitor progress, measure outcomes and implement strategy actions to address the areas of greatest impact.

