



Kaplan Gender Pay Gap Statement

2025

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Gender pay gap is different from equal pay. Equal pay means employees are paid the same amount for doing the same job regardless of gender. Our gender pay gap reflects the differences in average pay between all males and females, without taking into account roles, responsibilities, and seniority. Having a gender pay gap means that on average, women earn less than men.

At Kaplan, we recognise that our average total remuneration gender pay gap currently stands at 26.8%. While we are proud to have achieved pay equity for like-for-like roles, particularly in our core academic positions, we also take pride in the fact that women hold equal representation at the highest levels of Kaplan Australia. Half of the executive team reporting directly to the Managing Director are women—an achievement that remains uncommon in corporate Australia. Despite this progress, we acknowledge that further efforts are needed to address the gender pay gap across all areas of our business.

At Kaplan Australia, we are dedicated to fostering an inclusive and equitable workplace where all employees are valued and compensated fairly. Our commitment to gender pay equity is demonstrated through continuous analysis and proactive measures to understand and address pay disparities within our organisation.

One of the key drivers of this gap is the overrepresentation of female employees in administration positions. Females comprise 76.7% of employees in pay quartile (Q1) and 58% in pay quartile (Q2), further widening the pay gap when compared to male employees.

In the coming year, we are intensifying our focus on recruitment practices to ensure balanced shortlists for all positions. This initiative aims to promote a more diverse and equitable workforce, contributing to the reduction of the gender pay gap.

We take pride in our strong employee engagement, with a notable 90% engagement rate among our female workforce. Additionally, Kaplan was honoured to be recognised by the Diversity Council of Australia as an Inclusive Employer for 2023- 2024.

Looking ahead, we remain steadfast in our commitment to creating a workplace where merit determines progression and compensation is equitable for all. Through data-driven strategies, leadership initiatives, and a culture of inclusivity, we are dedicated to making meaningful progress in closing the gender pay gap.