



# OMNI'S WGEA EMPLOYER STATEMENT

2025



SECURING TOMORROW, TODAY



✓ Promotions from non-manager to manager were achieved by women at a ratio of 2:1 over male peers

✓ Omni's leadership strengthens with 42% women in governing body positions

At Omni, progress means building a workforce where talent thrives and opportunity is shared – backed by clear targets, strong governance, and measurable action guided by our values of Respect, Trust, Agility and Humility.

Omni's diversity reaches not only across our people but also across the full spectrum of our work which includes: maintaining and operating aircraft, delivering complex communications programs, engineering and ICT, light manufacturing, consulting, project management, protective security and vetting. Omni's capabilities are wide and dynamic with each division having distinct workforce needs, creating specialised career pathways and employment categories across Omni's business.

Omni's VIROD (Valuable, Inimitable, Rare, Organised and Diversified) philosophy, is how Omni selects business opportunities. This, coupled with Omni's Total Rewards Framework, provides clear remuneration and career progression pathways for employees and supports effective workforce planning. These ensure that Omni's workforce remains future ready and equipped to support stakeholders and Australia's national security interest.

Our commitment is to recognise the value, capability, and contribution of all our people. Our remuneration frameworks are designed to be market informed, role based, and performance driven, supporting fairness and consistency across the business.

**“ In 2025/26, we are accelerating our commitment to a more balanced and inclusive workforce by reducing our Workforce Composition delta by 5% and achieving 40% women across Omni. Alongside this, we will continue closing the Gender Pay Gap by 3% each year, reinforcing our commitment to fairness, opportunity and meaningful progress. ”**

**- Steven Thorpe, CEO, Omni**

## Omni's Total Rewards Framework





At Omni, we know we have work to do, however our WGEA reported gender pay gap is influenced by several structural and workforce composition factors that are common across defence and national security sectors. These include:

- STEM workforce profile:**  
 Omni operates predominately in STEM aligned disciplines, where women remain underrepresented nationally. This affects the gender balance of candidate pools and contributes to male dominated occupational groupings, particularly in technical and operational roles.
- Highly specialised capability mix:**  
 Our workforce spans a broad range of specialist roles with differing skill scarcity, security requirements and market benchmarks. This diversity of capability profiles results in natural remuneration variation across Omni.
- Veteran and first responder representation:**  
 Omni's total workforce is comprised of approximately 40% veterans and ex-first responders. This cohort remains predominately male, with women representing approximately 15% of these groups. This influences the overall gender distribution across all levels and pay quartiles.
- Policy, cultural and structural reform:**  
 Omni is only just over a decade young, with rapid growth from a small to medium organisation. Omni has concentrated on reforming policies and structure alongside our culture and diversity to sustain further growth.
- Diversified business model:**  
 Omni operates in a variety of industry sectors resulting in a sustainable and diverse operating model. This can narrow our diversity of candidates and employees to the needs of our clients.
- Contractor workforce exclusion:**  
 A significant number of Omni's highly skilled and remunerated female professionals choose to engage with Omni as contractors. Under current WGEA reporting definitions, these individuals are excluded from gender pay gap calculations, which impacts the reported representation of women across Omni's workforce.

## 2024/25 WGEA Results

Entity	Workforce Composition - All Employees	Average total remuneration	GPG Average Total Remuneration	GPG Median Total Remuneration
National	F: 51% M: 49%	\$120k	21.1%	16.4%
Industry Group	F: 47% M: 53%	\$152k	18.7%	17.5%
Omni	F: 35% M: 65%	\$168k	28.3%	35.6%



## Workforce gender composition



### What we're doing

- Tracking representation by division, role family, level and quartile
- Targeted attraction for underrepresented roles including STEM pipelines
- Remove gender identifying information in recruitment activities

### 2025/26 focus

- Deliver 5% reduction in composition delta
- Expand early-career and specialist pathways

## Governing body composition



### What we're doing

- Board & Executive oversight with clear accountabilities
- Succession and leadership pipeline planning

### 2025/26 focus

- Achieve and maintain a 40:40:20 gender balance in Key Management Positions
- Inclusive leadership expectations reinforced through performance objectives and leadership accountability

## Equal remuneration



### What we're doing

- Market-informed, role-based and performance driven Total Rewards Framework
- Improved policies for allowances, incentives and salary increases

### 2025/26 focus

- Ongoing pay analysis and early trend intervention
- Target structural drivers across roles and levels

## Flexible work & leave



### What we're doing

- Formal Working From Home policy
- Paid Parental leave up to 20 weeks for primary carers of any gender

### 2025/26 focus

- Support career continuity, retention and return-to-work outcomes
- Extend flexible options across life stages of employment

## Consultation



### What we're doing

- Establish feedback loops to include employee input in shaping our strategies
- Gender, Leadership and Opportunities for Women (GLOW) network
- Veterans Committee to support this cohort with specific experience and needs

### 2025/26 focus

- Broader participation in mentoring, development and sponsorship opportunities
- Ongoing use of engagement insights to strengthen inclusion outcomes

## Sex-based harassment prevention and response



### What we're doing

- Mandatory workplace behaviour training to establish expectations that are reinforced through leadership accountability to strengthen respectful behaviours

### 2025/26 focus

- Rollout of practical DEI micro-learning to build awareness and inclusive leadership capability
- Ongoing governance oversight with a sustained focus on prevention and early intervention



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 **Omni Executive Pty Ltd**

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