

Rabobank Gender Equity Statement 2026

Our commitment to diversity, equity and inclusion

Rabobank Australia aims to foster a workplace where our people feel empowered to make a meaningful contribution to our customers and communities – to ‘grow a better world together.’ We recognise that a diverse and inclusive workforce supports innovation, enhances performance, and helps us deliver greater value for our customers.

Gender equity is a focus in our Diversity, Equity & Inclusion strategy. To support this, we strive to attract, retain, and develop diverse talent and to create an environment where everyone has access to fair opportunities.

Our aspiration is to work towards more balanced gender representation across our organisation, reduce the impact of bias, and continue narrowing the Gender Pay Gap while maintaining pay equity on a like-for-like basis.

Whilst we’ve made meaningful progress toward this goal, we acknowledge that there is more to do. **We continue to prioritise gender pay equity and monitor our progress in two ways.**

1. The **average Gender Pay Gap for like-for-like roles** measures the average percentage difference in pay between men and women doing the same jobs. Rabobank Australia measures this quarterly, for roles with at least three men and three women incumbents.
2. **The average Gender Pay Gap** compares the average pay of men and women in all roles* within Rabobank Australia, as shown in our WGEA Annual Report. This gap mainly exists because there are fewer women in senior roles and more women in junior/support positions.

*As per WGEA reporting requirements, this excludes Rabobank expatriates working in Australia who are partially paid via their home payroll

[Our Workplace Gender Equality Agency \(WGEA\) Annual Report](#) highlights the varied ways Rabobank Australia is continuing to strengthen our commitment to gender equity and foster a more inclusive workplace.

Rabobank Australia's Gender Pay Gap: A snapshot
Average Gender Pay Gap for like-for-like roles:
-0.6% in favour of women (April 2025).

Average Gender Pay for base salary is 14.7% and for total remuneration is 17.5% in favour of men (January 2025).

In the 2024-2025 WGEA reporting period, Rabobank’s ‘average total remuneration gender pay gap’ was 4.1% lower than the industry average.