

Fiveight Gender Pay Gap Statement

– 2024

We are property revivalists with a passion for place. We are developers of landmarks, custodians of places and curators of experiences that celebrate the best of Australia.

We are underpinned by a unified set of 10 core values. These values are embedded in our Fiveight DNA and shape what we think, what we do and how we behave. Our values are:

Safety, Humility, Courage & Determination, Enthusiasm, Family, Frugality, Generating Ideas, Integrity, Stretch Targets, and Empowerment.

– Scope of this statement

This statement presents our gender equality performance for the Fiveight Group of Companies which are required to report under the WGEA Act.

- Octastar Pty Ltd (herein referred to as **Fiveight**) is the holding company for Fiveight Property Management Pty Ltd, Fiveight Hinterland Operations Pty Ltd (T/A Gaia Retreat and Spa) and Fiveight Cape Operations Pty Ltd (T/A Cape Lodge).

Fiveight is unable to be benchmarked as it operates across multiple industry groups.

Gaia Retreat and Spa employs over 80 staff, which therefore enables access to additional reporting, including industry benchmarked to the 'Accommodation' sector, which is reported below.

- Fiveight Venues Pty Ltd (herein referred to as **Fiveight Venues**) is the holding company for Indigo Oscar Restaurant, Cooee Restaurant and COPIA Wine Bar & Café.

Fiveight Venues is benchmarked to the Cafés and Restaurants industry group.

– Our performance

Fiveight's performance across Fiveight Property and Fiveight Venues is set out in Table 1.

	Fiveight	Gaia Spa and Retreat	Fiveight Venues
Managerial workforce	65% female 34% male	67% female 33% male	38% female 63% male

Non-managerial workforce	55% female 45% male	69% female 31% male	60% female 40% male
Average Gender Pay Gap	22.7%*	-0.5% Compared to industry average benchmark of 7.0%	9.8% Compared to Industry Benchmark of 3.2%
Median Gender Pay Gap	7.6%*	2.2% Aligned to Industry Benchmark of 2.2%	0.3% Compared to Industry Benchmark of 0.5%

Table 1: * Industry benchmark not available as Fiveight operates across multiple industries

— Our progress

Whilst we are proud of our progress, there is more work to be done, and we are committed to continually improving gender equity across all levels and entities. This includes developing a Gender Equality Strategy for all entities over the next 3 years focussed on achieving the following goals:

- **Gender balance in leadership:** Men and women are equally represented in key decision-making roles
- **Gender balance in the workforce:** Men and women are equally represented across all professions and levels
- **Gender pay equality:** Men and women are paid equally for equal or comparable work
- **Equity in caring responsibilities:** Men and women are supported to work flexibly, part-time and take parental leave

Other steps we have taken to improve gender equality within Fiveight and our trading entities include:

- Appointing a female CEO
- Balancing our board membership to comprise 50% males and 50% females
- Welcoming our first ever female University intern and inaugural trainee placement
- Considering gender diversity in our advertising and recruitment processes
- Using a gender lens when undertaking performance and remuneration reviews

At Fiveight, we recognise the importance of achieving gender pay equality within our organisation and across our trading entities. We remain dedicated to advancing this goal across all levels of our organisation.