

Gender pay gap statement 2026.

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About Helia

Helia is a leading provider of lenders mortgage insurance in Australia, supporting sustainable home ownership and a resilient housing market. At Helia, we are committed to fairness, inclusion and transparency in how we reward our people. Our approach to remuneration and workforce equity is guided by our Diversity, Equity and Inclusion (DEI) objectives, which underpin our efforts to create a workplace where everyone can thrive.

Our gender pay gap numbers

For the current reporting period, Helia recorded an **average gender pay gap of -6.6% for total remuneration**. This outcome is influenced by the inclusion of a female Chief Executive Officer during the reporting period, which impacts average remuneration results. Helia's **median gender pay gap for total remuneration is 6.5%** - this result reflects workforce composition factors including the higher representation of men in senior roles.

Message from the Interim Chief Executive Officer

At Helia, creating an inclusive and equitable workplace is a responsibility we take seriously. Gender equality has long been a focus of our Diversity, Equity and Inclusion strategy, supported by our Board and embedded in how we think about leadership, capability and culture.

Our gender pay outcomes reflect both the progress achieved and the opportunities that remain, helping to inform where we focus our efforts.

Helia is committed to fostering a workplace where people are supported to grow, develop and succeed, regardless of gender. Through our DEI objectives, we will continue to strengthen inclusive leadership practices and create opportunities that support fair and equitable outcomes for all our people.



Michael Cant
Interim Chief Executive Officer