

# Australia Gender Pay Gap Report 2025



**mimecast**<sup>®</sup>

## Introduction

# WE ARE LED BY OUR VALUES - CONTINUOUSLY LEARNING AND INVESTING IN EACH OTHER.



**Janet Prosper,**  
Chief Human Resources Officer  
Mimecast

Mimecast believes that to ensure equity and fairness we must strive to actively advocate for women in our workforce. We work tirelessly to ensure that we hire for diversity, that we actively seek to promote women and that we put programs in place which support women and all under-represented groups to further their careers within our company. A great example is we launched our first Global Women in Leadership program in 2024 with a second intake planned for 2025. I am extremely proud of the content in this program, and I am confident that it will help us continue the development of our emerging female talent and the promotion of women into senior leadership positions at Mimecast.

We believe that for us to continuously evolve and innovate as a company, we need to foster a culture that is reflective of our society, and the communities we serve. To do so we need to ensure gender equality.

We will be implementing enhanced Parental Leave Policies across the business in 2025 which will help Mimecasters share responsibilities whilst also enabling them balance life and be present for those special family moments.

Mimecast is committed to ensure diversity, transparency and equity across our organisation, with inclusion as part of our core values. We want our employees to feel respected, valued, represented and successful.

Mimecast reports on the Gender Pay Gap to demonstrate transparently where we are as a company and where we aspire to get to. We recognise that this is still a work in progress, nonetheless we are incredibly proud of what we have achieved so far and the plans to achieve our aspirations.

## Women in Technology

The shortage of female talent in the cybersecurity industry is widely publicised. However, as an organization we understand the importance of a diverse workforce. We remain committed to working with the broader technology industry to encourage more women to enter careers in STEM, as well as non-technical roles within the industry. Recruiting, retaining, and engaging women in the workforce remains a priority for Mimecast.

We will continue to invest the time and resources to create a more vibrant, diverse global community of Mimecasters.

### Hire More

We have continued to enhance our Talent Acquisition processes to attract and acquire the best talent and increase the diversity of our workforce. In the reporting year, about 19% of our new hires in Australia were women, contributing to a steady overall representation of women in Mimecast.

### Promote More

We are fully committed to Talent Management processes including performance management and promotion that are equitable, clear, and unbiased, with transparent guidelines for all Mimecasters in Australia to access.

In the reporting year, 25% of internal promotions in Australia were women, demonstrating our commitment to developing internal talent.

To increase the number of promotions for women as we move forward, we will continue to focus on increasing the number of women on our Management Development Programmes (32% for 2024), BetterUp coaching (55% for 2023/2024) and upskilling for our individual contributors. We have plans to deliver an advanced leadership development program – “Leading at Mimecast” in early 2025 and will ensure strong female participation to support this goal.

### Retain More

Our ability as an organization to retain top talent is critical to our ability to scale with growth. Our approach to retention is supported by investing in strong leadership, a focus on cross collaboration teamwork, career development, and overall employee engagement programs to build an inclusive and engaging work environment for all. We are pleased to have been recognised by Great Place to Work Certifications in Australia for the last four years.

We are seeing pleasing retention rates with fewer than one quarter of departing employees being female.

# Methodology



## What is the Australia Gender Pay Gap Report?

- Effective February 2024, WGEA commenced publishing the gender pay gap for employers with a workforce of 100 or more employees.
- This change is the result of amendments to the Workplace Gender Equality Act 2012 passed by Federal Parliament in March 2023.
- Further changes come into effect in February 2025 with the published Gender Pay Gap data expanding to include CEO compensation for the purpose of the average pay gap.

## What does the Australian Gender Pay Gap measure?

- The gender pay gap is the difference in earnings between women and men in the workforce.

Both the base salary and total remuneration gender pay gaps are calculated and shared. To ensure comparability, part-time and casual salaries are converted to full-time equivalent earnings. The total remuneration pay gap calculations include superannuation, bonuses, and other additional payments that have been earned.

## What isn't measured?

- The pay gap is not a measurement of equal pay. It is one measure across all jobs by function, not a measure of the differences in pay between men and women within the same job type.
- It also measures compensation earned rather than compensation that has been offered – meaning that it reflects actual results earned under individual bonuses and commissions.

# Results

Mimecast Australia’s overall Gender Pay Gap is 16.8% - this is comparable to the average for our industry which is sitting at 16.1%.

There have been some significant changes since our prior reporting year – including the fact that our Industry Classification was amended to ensure accurate comparison and analysis against our contemporaries.

In addition to this, there are a number of things that continue to impact our result, including:

- The fact that we have much higher representation of males in senior leadership roles that attract higher compensation commensurate with senior levels of responsibility; and
- The overall pay gap takes all actual earnings into consideration, so our result is skewed by actual bonus and commission earnings based on individual results instead of on-target potential earnings.

When you consider some of the other measures, such as base salary and median base salary – Mimecast Australia is performing well above the industry averages.



	Average total remuneration	Median total remuneration	Average base salary	Median base salary
<b>Your Organisation</b>	16.8%	21.3%	8.3%	10.5%
<b>Comparison Group</b>	16.1%	14.2%	12.9%	11.8%

## Understanding the Data

Mimecast provides differential Compensation Packages for those in Senior Roles by offering competitive Bonus and Equity packages that encourage strong performance and employee retention amongst critical leadership positions. Roles that require strong technical expertise also attract higher pay in order to attract the best talent in an ever-growing competitive landscape. With a higher proportion of men than women occupying senior positions and technical roles at Mimecast Australia, our opportunity to reduce our gender pay gap lies heavily in the hiring and retention of Women in these areas across the business.

Additionally, the gender balance in the Go-To-Market Function has been predominantly male, further contributing to the difference in earning potential by gender. We are working closer with our female employees to support their progress and help them improve their career longevity in sales roles.

It is also important to note that Mimecast is a truly global business, which means that a number of senior leaders who are responsible for a portion of the Australian business are based off-shore in locations including Singapore, London and Boston. The female leaders in these roles are not captured in the scope of the Australian Workplace Gender Equality Report.



## Our Compensation and Pay Equity Philosophy

By ensuring that our compensation practices are equitable, we can attract and retain the best talent, increase employee engagement, and foster a more inclusive and diverse workplace culture enabling Mimecasters to do their best work, best teamwork and greatest learning.

With this in mind, the core pillars of our philosophy are that compensation should be:

- **Market Competitive** - competitive to the markets and geographies where we compete for business and critical talent.
- **Internally Aligned** – across all Mimecasters and based on the design of our compensation programs.
- **Merit Based** - rewards exceptional performance levels based on an objective assessment of both what and how work is done
- **Equitable and Fair** – all employees are included, biases are mitigated and compensation practices are consistent.

At Mimecast, we believe in pay equity as a fundamental principle of fairness and inclusion and this is a core component of our global Diversity, Equity and Inclusion strategy. We are committed to providing equal pay for equal work, regardless of demographic background or protected personal attributes including gender.

## How do we Know we're Paying Equitably?

- **Job Architecture** - Mimecast has a robust Career Framework in place that provides a well-defined approach as to how we define and understand roles at Mimecast. This ensures our compensation decisions are objective, consistent and aligned to pre-established guidelines and criteria.
- **Incremental Pay Audits** - During each of our major pay processes, we leverage demographic data including Gender and conduct an analysis using our Compensation Planning reports built into our HRIS to ensure equitable compensation.
- **Manager Enablement** - Our Total Rewards team in partnership with HR provide comprehensive resources and Manager training to ensure Managers and Leaders are equipped to make fair pay decisions for their teams.

**Solutions**  
**What are we doing  
to close the Gap?**





## Diverse Interviewers, Diverse Workforce

For Director-level and above roles, Mimecast is proud to have a process in place where members of our Employee Resource Groups and Global DEI Council participate in the interview process. Aptly called 'Future Builders', this process means we have a diverse pool of trained Interviewers who actively interview candidates, facilitate discussions on our values and assess for Inclusive leadership competencies. We are pleased to have received overwhelming positive feedback from past Candidates on the process.

## Inclusive Language to Encourage Diverse Applicants

We continue to focus on using inclusive language in our job adverts to help attract candidates from a diverse range of backgrounds. Mimecast continues to use an external technology-based platform that identifies words that have been shown in research to detract women and other underrepresented candidates from applying. The Talent Acquisition team actively replace these words to promote inclusion and attract a diverse applicant pool.

## Inclusion Awareness Training

Mimecasters have ongoing learning and development opportunity workshops to deepen their understanding of key DEI concepts and their applicability to our work.

Regional events were once again hosted in Australia for employees to experience additional in-person discussions on inclusion and belonging. Following these events, we are pleased to have seen further increase in employees volunteering to become members of our Employee Resource Groups to help advance Mimecast's commitment to inclusion and belonging across the business.

Specifically – Australian involvement in our Women@Mime Employee Resource Group has more than doubled in the period between April 2023 – December 2024 and we attribute this to increased education and awareness around issues unique to women in our industry.



## Developing Women through Career Coaching

Our Mimecast Coaching Program, delivered by industry-leading coaching organization BetterUp, was once again offered to members of our Employee Resource Group (ERG) including our Women at Mimecast ERG. This program's goal is to facilitate personal and professional effectiveness and leadership capability growth.

Participants were matched with a virtual career coach and had the opportunity to access on-demand coaching support ranging from career development, communication skills, and wellness coaching.

## Women and Allies Employee Resource Group

Our Women and Allies ERG, sponsored at the Executive Level, continues to promote gender equality in and out of Mimecast.

In addition to Mimecast's global DEI initiatives, the local Australian Action Plan, sponsored by the Regional Leadership Team in collaboration with HR continued to ensure we are driving inclusion deeper into the Region.

Strategic initiatives on the Action Plan were continued for a second year, including:

**Leadership Education** - Ongoing DEI education and awareness series transpired to help our leaders increase their understanding of our Global DEI strategy, the importance of DEI in the workplace and how true diversity can result in greater business success.

**Inclusive Talent Management** - Inclusive design principles have been embedded into our annual Talent Management processes to help us better identify under-represented, diverse talent and invest in their career opportunities. We are hopeful this will lead to an increase in diverse talent in our leadership pipeline.

**Local Activities** - To support the Global Women and Allies ERG, ongoing activities to support our regional chapter with dedicated gender diversity learning experiences designed to increase local networking and foster a sense of belonging for all.



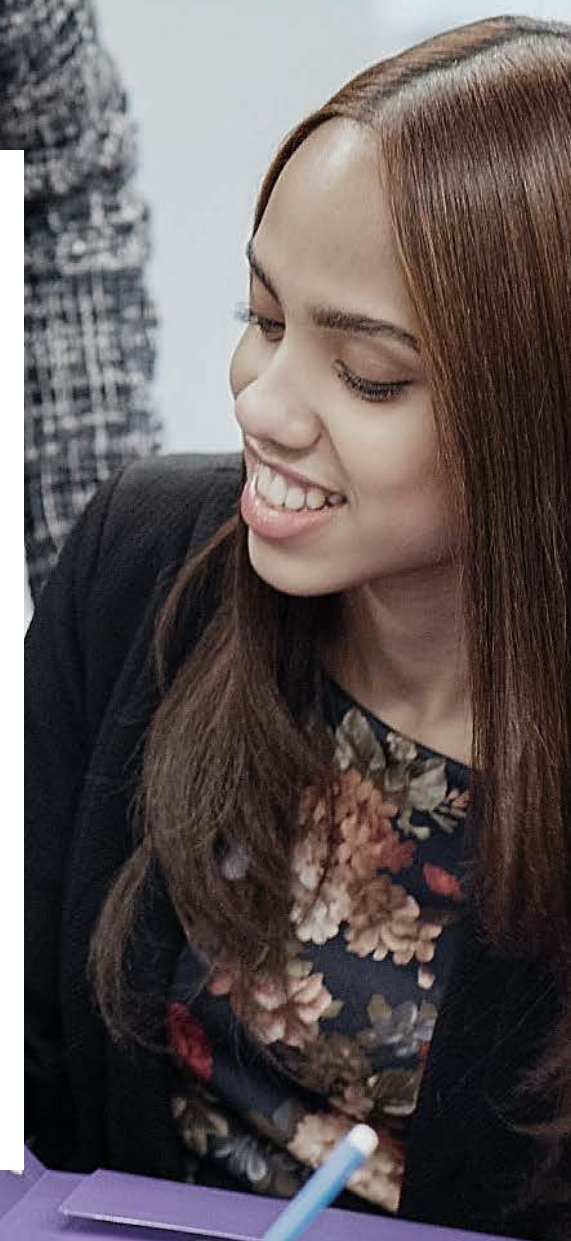
## Accelerating Women in Leadership

In 2023 we launched our flagship Global Women in Leadership program MimecastHER; a program designed to empower our women to play to their unique strengths, lead authentically and thrive in their careers at Mimecast and beyond.

The program aims to:

- Drive our Talent Development and Diversity, Equity and Inclusion strategy by differentially investing in our female leaders to build a future-ready organization
- Facilitate the advancement, engagement and retention of our female talent
- Establish an active community for female leaders
- Build managers understanding about gender bias and their role in creating greater equity for women at Mimecast.

We are excited to see how our talented women experience this immersive leadership program as we continue our goal of offering rewarding development opportunities to women at Mimecast.



## Looking Ahead



**Carly Stoneman**  
HR Director APAC,  
Mimecast

“At Mimecast, we are proud to have a strong focus on Diversity, Equity and Inclusion and our global philosophy permeates through all elements of our business. 2024 saw another year of solid progress against our goals in this space, with some great traction around leadership education and practices. We are pleased with our development, but we have a passion to drive continuous improvement. We aspire to be a leader in our field, and this includes leading the way to drive equity for women – not just in our business, but in our industry.

Our plan for the future includes activities that are both global and local in nature – our global strategy and initiatives provide a solid foundation for our business approach, while our local Action Plan helps us to facilitate change one milestone at a time. This starts with an ongoing focus on increasing our female representation across the Australian business, increasing awareness of issues that are unique to under-represented groups through our ERG’s and fostering a culture of true inclusion through ongoing education.

We have some exciting developments planned for the next year and I look forward to our continued progress.”

*To align with Australian government reporting requirements, data in this report refers to the traditional sex categories of male and female. Mimecast respects that gender is on a non-binary spectrum and reporting in this manner should not be interpreted as our position on this.*



We're agents  
of **change**

**mimecast**<sup>®</sup>