

Gartner Australia Gender Pay Gap Statement

1 April 2023 to 31 March 2024



Acknowledgement of Country

Gartner acknowledges the Traditional Owners of Country throughout Australia where we live and work. We pay our respects to Elders past and present and, in particular, where our offices are based, the Cammeraygal peoples of the Eora Nation (North Sydney), Turrbal peoples of the Jagera Nation (Brisbane), Whadjuk peoples of the Noongar Nation (Perth), Ngunnawal peoples (Canberra), Woiworung peoples of the Kulin Nation (Melbourne).



Artwork commissioned by Gartner: MAWANG, by Natalie L. Simmons

Gartner's commitment to a culture of inclusion

Gartner is a dynamic, multicultural global company serving ~15,000 client enterprises in ~90 countries and territories. Our 21,000 employees worldwide work in 39 different countries and territories. In Australia specifically, Gartner has 458 associates.* At Gartner, a long-standing element of our culture is that we are inclusive and respectful. We support and empower all of our associates so we can each grow professionally and flourish personally.

Our strategy focuses on embedding inclusive practices into our organization through the lens of hiring, engaging and advancing talent. We work to integrate best-in-class inclusive approaches into all our talent processes and practices and prioritize efforts that support our world-class talent and their unique needs.

Throughout 2023-2024, we focused on supporting inclusive experiences for all associates and clients and establishing Gartner as a destination for talent from all backgrounds. We published information about our ongoing commitment and progress in our [Corporate Responsibility report](#).

*As of 31 March 2024

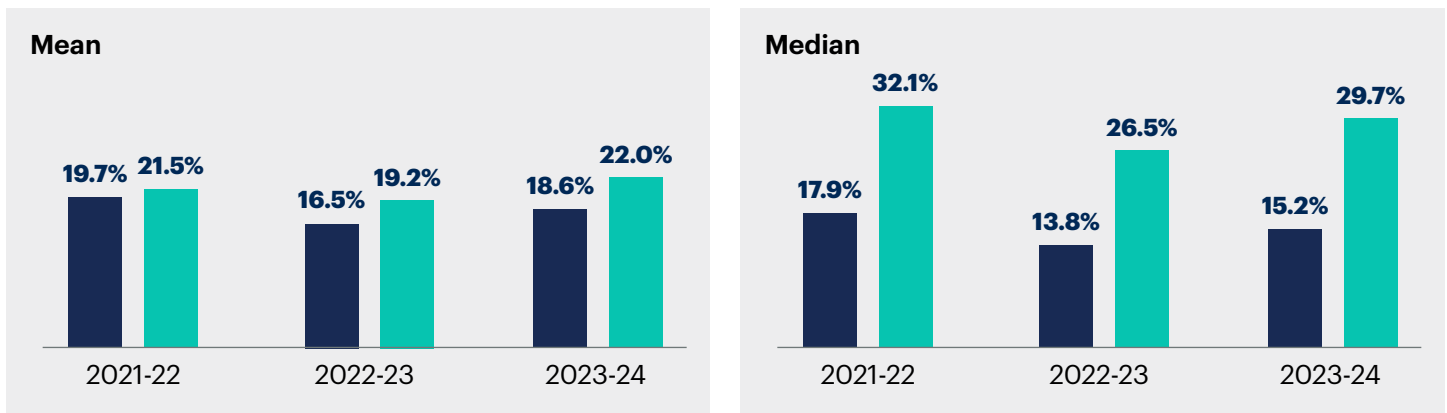


Our approach to pay

At Gartner, men and women in equivalent roles with similar performance and experience are paid equally. This is at the core of our pay-for-performance strategy. Nonetheless, we have a gender pay gap driven by the fact that we have more men than women in senior roles which are higher paying. As of March 2024, in Australia, 41% of our associates are women; 22% of our upper-quartile positions are held by women.

These figures show the difference between the mean and median base salary and total remuneration of all male and female employees in Australia across all roles.

■ Base Salary Gender Pay Gap ■ Total Remuneration Gender Pay Gap



% of females paid more plus % of males paid more
Mean: The average of a set of numbers

Median: The midpoint of a distribution of values

For the full WGEA 2023/24 submission visit [WGEA Data Explorer](#).

Gartner approaches narrowing the gender pay gap as part of its broad and ongoing commitment to inclusion. We do this through an ongoing focus on inclusive sourcing and hiring practices, offering professional skill and leadership development programs; promoting internal mobility through Grow with Gartner; and enabling associate success through our [employee resource groups \(ERGs\)](#), open to all associates, by supporting development, recognizing life stages, inspiring through storytelling and driving engagement through a sense of belonging. With over 4,040 members globally, Women at Gartner is our largest and longest-running ERG. Along with its subgroups, Women in Sales and Women in Consulting, it connects, supports and inspires all women and their colleagues globally. We continuously evaluate our practices and explore opportunities and initiatives to further reduce our gender pay gaps over time and improve the representation of women in senior roles.



Robin Kranich

Executive Vice
President, Chief Human
Resources Officer
Gartner

A key element of our culture is that we are inclusive and respectful. We are committed to operating with the highest ethical standards and fostering an environment that encourages open discussions and ensures our associates and clients are treated fairly and with respect. Together, we are intentional and purposeful in cultivating a culture of inclusion — a culture that supports and empowers all of our associates so we can each grow professionally and flourish personally.

We confirm that the data reported in this document is accurate.”

