

Gartner®

Gartner Australia Gender Pay Gap Statement

1 April 2024 to 31 March 2025

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), and Woiworing 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 ~14,000 client enterprises in ~90 countries and territories. 21,000 Gartner associates work from 39 different countries and territories. Through our approach to inclusion, we are fostering an environment where all our associates are valued, respected and empowered to succeed.

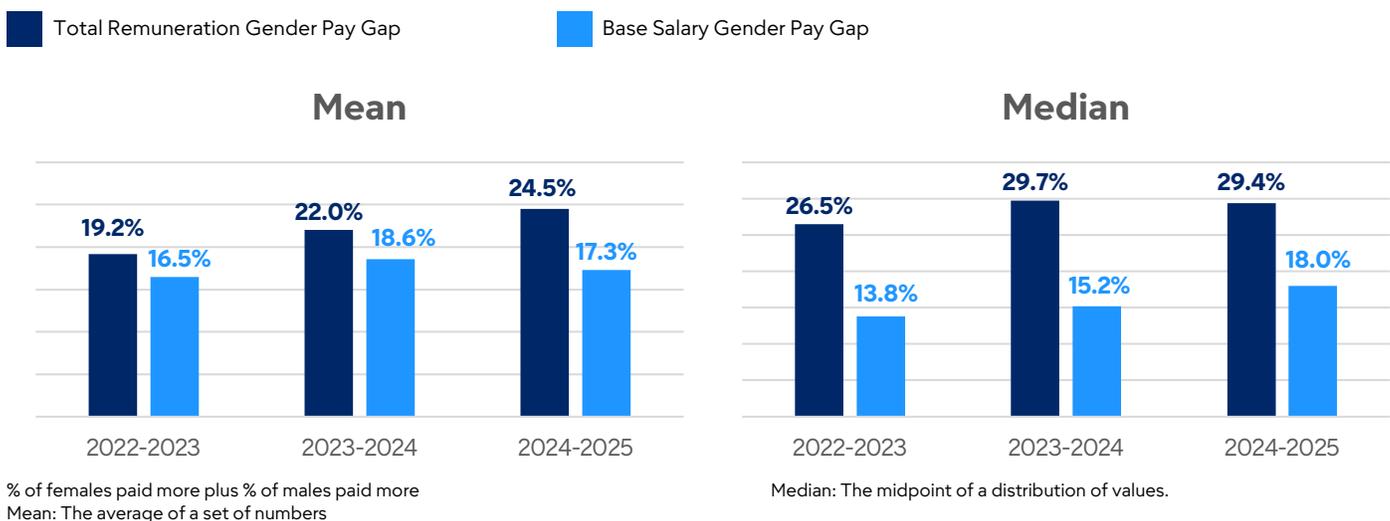
Our inclusion strategy focuses on embedding inclusive practices into our organization through the lens of hiring, engaging and advancing talent. We work to integrate best-in-class inclusive approaches into all our talent processes and practices and prioritize efforts that support our world-class talent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

Throughout 2024-2025, 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.

Our approach to equal pay

At Gartner, men and women in equivalent roles with similar performance and experience within the same geography 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. In Australia, 39% of our associates are women; 21% 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 all roles.



For the full WGEA 2024/25 submission, visit the [WGEA Data Explorer page](#).

While we have continued making improvements in narrowing the gender base pay gap year over year, we recognize the ongoing opportunity to increase the number of women in leadership positions to achieve greater gender balance.

We are actively taking steps to support progress in female representation at senior levels through our three strategic pillars: Hire, engage and advance.

This includes inclusive sourcing and hiring practices, offering professional skill and leadership development programs, promoting internal mobility through Grow with Gartner initiative, and enabling associate success through our employee resource groups (ERGs) that are open to all associates. These priorities drive our efforts and provide mechanisms to close the gender pay gap over time and improve the representation of women in senior roles.



Robin Kranich
Executive Vice
President, Chief Human
Resources Officer

“At Gartner, a key element of our culture is that we are inclusive and respectful. We are 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 our associates so we can each grow professionally and flourish personally.

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