

Fiveight Gender Pay Gap Statement

– 2025

As property revivalists we develop landmarks, create places, and curate experiences that celebrate the best of Australia. Our commitment to gender equality reflects our core values and guides how we work, lead, and grow.

Our core values include:

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

– Scope of this statement

This is our second employer statement and 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 and none of the individual entities employs over 80 staff.
- 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 and Fiveight Venues is set out in Table 1.

	Fiveight	Fiveight Venues
Managerial workforce	51% female 49% male	50% female 50% male
Non-managerial workforce	70% female 30% male	61% female 39% male

Average Gender Pay Gap	26%*	1.1% Compared to Industry Benchmark of 0.9%**
Median Gender Pay Gap	7.5%*	-0.6% Compared to Industry Benchmark of 0.0%**

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

— Our progress

Across our entities, gender representation remains strong at both managerial and non-managerial levels. In addition there have been some improvements when compared to 2023-24 reporting in particular female representation in Fiveight Venues managerial workforce composition (now equal) and gender pay gap (down from 9.6%) are very close to the Cafés and Restaurants industry benchmark** which has also improved.

Whilst we acknowledge the progress made we recognise there is more work to be done and we are committed to continually improving gender equity across all levels and entities. We have developed 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:

- Implemented a balanced board membership for both Octastar Pty Ltd and Fiveight Venues Pty Ltd comprising 50% males and 50% females
- Continued female CEO leadership
- Continuing to develop our pipeline of female talent
- Continuing to focus on gender diversity in recruitment processes
- Continuing to use a gender lens when undertaking performance and remuneration reviews
- Focus on creating a diverse and inclusive culture through education and training

- Encouraging male employees to take parental leave

At Fiveight, gender equality is core to who we are. We remain dedicated to reducing the gender pay gap and ensuring fairness and opportunity across all levels of our organisation.