



Gender Pay Gap Statement – SILK

2022-23 Workplace Gender Equality Agency (WGEA) Reporting

The 2022-23 WGEA reporting for SILK Laser Australia was submitted to WGEA between 1 April 2023 – 31 May 2023. Effective 29 November 2023, Wesfarmers Limited acquired SILK Laser Australia and the business is now part of the Wesfarmers Health division.

At Wesfarmers we are committed to ensuring there is equal pay for equal roles, and to eliminate any discrimination. Team members are at the heart of everything we do and are key to the long-term success of Wesfarmers. We recognise that we cannot achieve our primary objective of delivering a satisfactory return to shareholders unless we look after our team members, by providing a safe and fulfilling work environment, while also taking into account the interests of our suppliers, customers, communities and the environment.

We acknowledge the gender pay gaps within SILK for the 2022-23 period. From 29 November 2023, SILK has been integrated into the Wesfarmers Group as part of the Wesfarmers Health division, and, in line with Wesfarmers' commitment to diversity, the business has adopted the same practices as all Wesfarmers' businesses regarding gender pay equity. Appropriate initiatives are being implemented within the SILK business to address these gaps.

From the 2023-24 WGEA reporting period, SILK will be reported under Wesfarmers Limited.