



## 2026 Carlton Football Club Gender Pay Gap Employer Statement

Gender equality remains as a key commitment for the Carlton Football Club and is reflected in the Club's purpose as *a united, inclusive, and values-led club*, that fosters a strong sense of belonging for our community.

The Club acknowledges the significant work undertaken by the Workplace and Gender Equality Agency, which has provided data [available here](#), that outlines the difference in average earning between women and men in the workforce.

This data continues to reflect a range of contributing factors that influence gender pay gap figures. For the 2024–2025 reporting period, the Club's figures remain skewed, with significant drivers including football wage structures and the concurrent remuneration of two male CEOs during the CEO transition process. While these factors affect the comparative data, the Club has continued to progress its inclusion, diversity, equality, and belonging (IDE&B) objectives.

Across the past year, the Club has continued to make meaningful progress against its IDE&B [Belong Together plan](#). Notably, the Club's enhanced parental leave policy—introduced in 2024—has seen a strong and positive uptake. This shift aligns with a key pillar of the plan, which identifies 'carer and parental responsibilities' alongside 'gender equality' as two of its six focus areas.

The emphasis on enabling people to return to work with flexibility is intentional in its approach to support retention and long-term career sustainability.

The data within this reporting period also indicates an increase of women in manager-level roles. Since then, the Club has welcomed additional female executives and senior leaders—further strengthening women's representation across senior leadership and decision-making forums.

In line with this commitment, the Club is developing a bespoke personal development and networking program for female staff, designed to assist career development, visibility and peer support across all areas of the organisation.

The Club continues to invest in expanding opportunities for women within its football department, contributing to greater representation across both AFL and AFLW environments.

Positive progress has been observed in the Club's AFLW program, following considered investment into the program across coaching, facilities, and high-performance capability. These outcomes reinforce the value of the Club's commitment to an equal high-performance environment and provide confidence in continuing to invest in supporting female football talent.

Carlton remains steadfast in its pursuit of reducing the gender pay gap, supported by a genuine and ongoing commitment to diversity, inclusion and a strong sense of belonging for all Carlton people.

