



Employer Data Explorer

Reporting year: 2023 - 24

Date updated
26-05-2025

Navigation

Select to visit each page

Workforce
Composition

Board /
Governing Body

Equal
Remuneration and
Gender Pay Gap

Flexible Work and
Employee Support

Employee
Consultation

Sex Based
Harassment and
Discrimination

Compare
Employer (ABN)
Data

Dashboard filters
Filter employers by the
following

Reporting Year
All

Employer name (ABN)
GNS TRADING TRUST (96254361..

Sector
All

Corporate group
All

Industry division
All

Industry class
All

Employer size
All



Ensure that an employer is selected after updating filters

Relevant Employer

GNS TRADING TRUST

ABN: 96254361926 | Employer size:
Industry division: F - Wholesale Trade
Industry class: 3736 - Paper Product Wholesaling

Corporate group report
available
(click to navigate)

Total employees
120

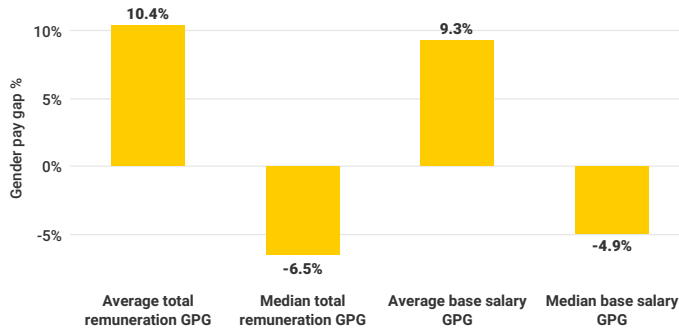
Women
71 (59%)

Men
49 (41%)

Gender Equality Indicator 3:

Equal remuneration and gender pay gap

Employer gender pay gap



Gender composition by pay quartile

Women | Men

	Women	Men	Average total remuneration
Total workforce	59%	41%	\$76,000
Upper quartile	62%	38%	\$114,000
Upper middle quartile	71%	29%	\$70,000
Lower middle quartile	67%	33%	\$63,000
Lower quartile	37%	63%	\$57,000

Optional Employer Statement
Disclaimer

Employer Statement not provided

Formal policy/strategy on equal remuneration between women and men

No



Equal remuneration policy/strategy inclusions

Responded 'Yes' to having a policy/strategy on equal remuneration between women and men (multiple choice)

To achieve gender pay equity	No
To close the gender pay gap	No
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)	No
To be transparent about pay scales and/or salary bands	No
To ensure managers are held accountable for pay equity outcomes	No
To implement and/or maintain a transparent and rigorous performance assessment process	No

Conducted a gender pay gap analysis

No



Actions taken as a result of the gender pay gap analysis

Responded 'Yes' to conducting a gender pay gap and took action as result (multiple choice)

Analysed commencement salaries by gender to ensure there are no pay gaps	No
Analysed performance pay to ensure there is no gender bias (including unconscious bias)	No
Analysed performance ratings to ensure there is no gender bias (including unconscious bias)	No
Conducted a gender-based job evaluation process	No
Corrected instances of unequal pay'	No
Created a pay equity strategy or action plan	No
Identified cause/s of the gaps	No
Reported pay equity metrics (including gender pay gaps) externally	No
Reported pay equity metrics (including gender pay gaps) to all employees	No
Reported pay equity metrics (including gender pay gaps) to the executive	No
Reported pay equity metrics (including gender pay gaps) to the governing body	No
Reviewed remuneration decision-making processes	No
Set targets to reduce any gender pay gaps	No
Trained people-managers in addressing gender bias (including unconscious bias)	No

Most recent gender gap analysis conducted

Type of gender pay gap analysis undertaken