

Carter & Spencer is a family owned and operated business. We recruit, employ, train, promote and compensate individuals based on job related qualifications and abilities.

Our Group policy has always been to respect each individual on their merits, free from discrimination on the basis of race, gender, age religion, ethnic origin, marital status, sexual orientation, disability or any other characteristic protected by law.

Our reported gender pay gap is reflective of the diverse range of industries in which we operate, based on modern award pay rates and influenced heavily by the domination of historically male or female workforces within those industries.

We operate one unit of the business in the warehousing sector, which is typified by a predominantly male workforce and where we operate 7 days a week, 52 weeks a year. In contrast, another area of operation is the horticulture sector, which is characterised by casual and seasonal employment working only in daylight hours on mostly week days. This area of the business has a predominantly female and working holiday maker workforce.

As a result of this workforce spread, the higher pay rates in the organisation are a predominantly male workforce being compensated for working antisocial, weekend, shift and public holiday hours.

Our recruitment policy has always been to hire appropriately experienced and qualified candidates for all roles and to actively encourage the recruitment of female employees into the warehousing operation of the business. This is always a challenge with female applications running at best at 15% of all applications and with the majority of total applicants lacking the material handling credentials required and/or the correct residency status to work in Australia.



Craig Spencer  
Managing Director



Carter &  
**Spencer**  
group