

Inclusion Alliance

27 October 2026

Statement of Intent

As members of Property Council New Zealand's Inclusion Alliance, we have seen the findings of the 2026 Property Industry Gender Pay Gap Analysis, and we are choosing to act on them.

The research confirms a median gender pay gap of 24.9% across our industry — wider than the national average. It shows this gap is driven less by unequal pay for the same work, and more by where women sit within our organisations: underrepresented in senior roles and concentrated in lower-paid parts of the business.

We do not see this as a reason to be defensive. We see it as a reason to act.

We are committing, collectively, to:

- Make this data public and report on it honestly, including the parts that are uncomfortable.
- Track our progress every two years, with our first full follow-up due in 2028.
- Develop a targeted action plan to help talented women in property move into senior roles faster, focused on three career paths where the gap is most pronounced: asset management, property and portfolio management, and development management.
- Hold ourselves accountable, individually and as an industry, for closing this gap.

This is not a problem any one organisation can solve alone. It is a sector-wide issue, and it requires a sector-wide response. We are committed to leading that response.

Inclusion Alliance members



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Mark Thomson
Chief Commercial Officer



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Senior Managing Director



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