



SGSPAA Group
Pay Gap Report

2022-2023 WGEA EMPLOYER STATEMENT



A message from our Managing Director

Welcome to the SGSPAA Group's *WGEA Employer Statement for 2022-23*¹.

This statement is an important next step in addressing the very real issue of gender equality, in a manner that is transparent, honest, and gives us pause to reflect on our progress to date as well as the road ahead.

While we have made inroads in addressing pay equity and have a gender pay equity gap of 1-2 per cent, we acknowledge our current average total remuneration pay gap of 19.4 per cent² means we still have work to do.

We also acknowledge that this is no simple task and that a range of factors – such as a lower proportion of women in senior leadership roles, and a higher proportion of women in non-technical and support roles – have contributed to the pay gap we are reporting this year.

Like other parts of our economy, the energy sector has traditionally been dominated by males and this too has contributed to the pay gap we are reporting.

Addressing these systemic and long-standing issues is no small feat, nor is it one which can be overcome quickly. With this in mind I want to acknowledge the effort of our team in not only addressing the gender pay gap, but in driving broader cultural change to increase the representation of women in our SGSPAA Group and across our sector.

Since the 2022-2023 reporting year, our progress continues and in addition we have:

- Integrated our **Diversity, Inclusion and Belonging Roadmap** into our corporate strategy and established gender targets tied to corporate performance rewards
- achieved near equal gender representation in our senior leadership cohort (46 per cent) which includes 33 per cent of executives being women
- increased the number of women graduates recruited (from 31 per cent to 66 per cent)
- increased the number of women apprentices recruited (from 7.5 per cent to 22 per cent)
- ensured pay equity across our SGSPAA Group where people performing the same role are paid equitably
- heard directly from our people about their experience of discrimination and harassment in the workplace through our 2023 Respect@Work survey – and established a set of actions in response, and
- continued to strengthen integrated inclusive practices in talent acquisition, talent management, succession planning and remuneration and policy development.

While we still have a way to go, it is my belief this and future statements will play a key role in reducing the gender pay gap while also enabling a workplace culture that fosters and celebrates the diversity of our people.

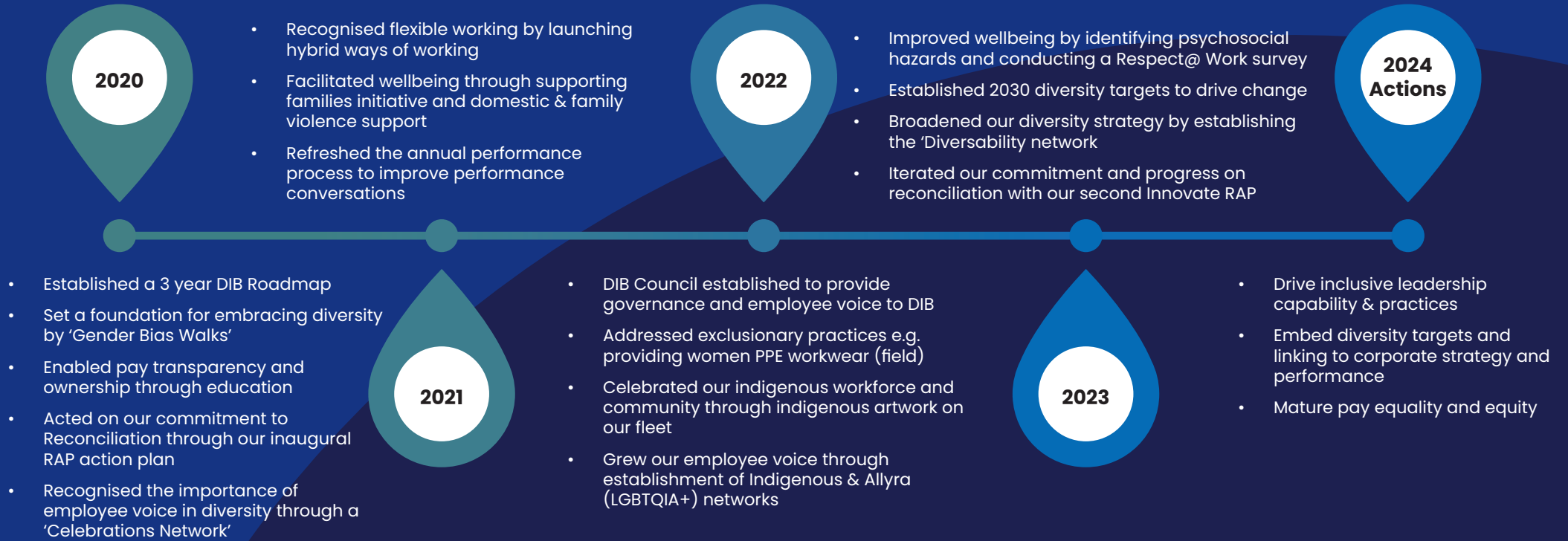


David Gillespie
Managing Director

A handwritten signature in black ink, appearing to be 'D Gillespie', written in a cursive style.

Our Diversity, Inclusion and Belonging Journey

SGSPAA Group Diversity, Inclusion, and Belonging (DIB) Achievements 2020–2023



What our people say

In 2023, 82 per cent³ of our people completed our annual *People Survey*. Through the survey they told us that overall we are making progress in DIB. They told us that:

**2023
Employee
Satisfaction**

72%
engagement
result

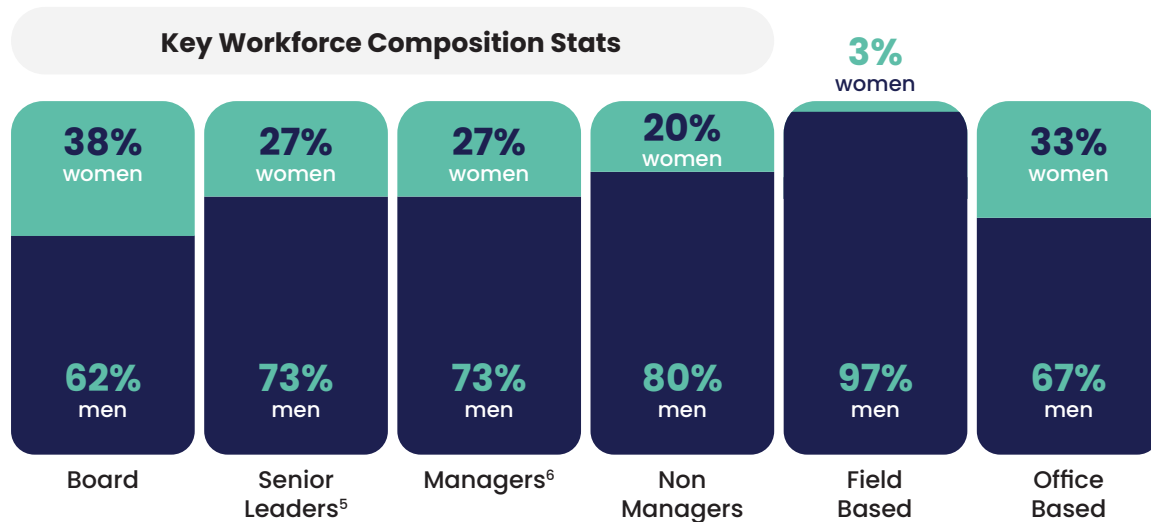
82%
say our managers
demonstrate genuine
approach to building
inclusive teams

79%
say they can be their
authentic self at work

We have a pay gap, and we know why

While we continue to pay equal pay for work of equal or comparable value, with our pay equity maintained between a range of 1-2 per cent, our average total remuneration pay gap is 19.4 per cent⁴.

We know this is a result of having fewer women in leadership roles, a higher proportion of women in support and non-field roles, and a field workforce (42 per cent of our workforce) that is male dominated:



A large component of our pay gap is a result of overtime, which is currently taken up predominantly by males.

Gender pay gap driver summary

- 1 High distribution of men in technical field, trade and engineering roles
- 2 Variable pay with allowances for EBA employees, overtime for positions largely populated by men
- 3 High distribution of women in lower banded positions which results in lower average pay for women

The pay gap has reduced

Our average total remuneration gender pay gap has reduced from 24.2 per cent to 19.4 per cent. This has been attributed to actions involving in and out of cycle adjustments as well as changes to recruitment and promotion. We also have a dedicated gender equity budget to make further adjustments on an as needed basis. In 2023, we:

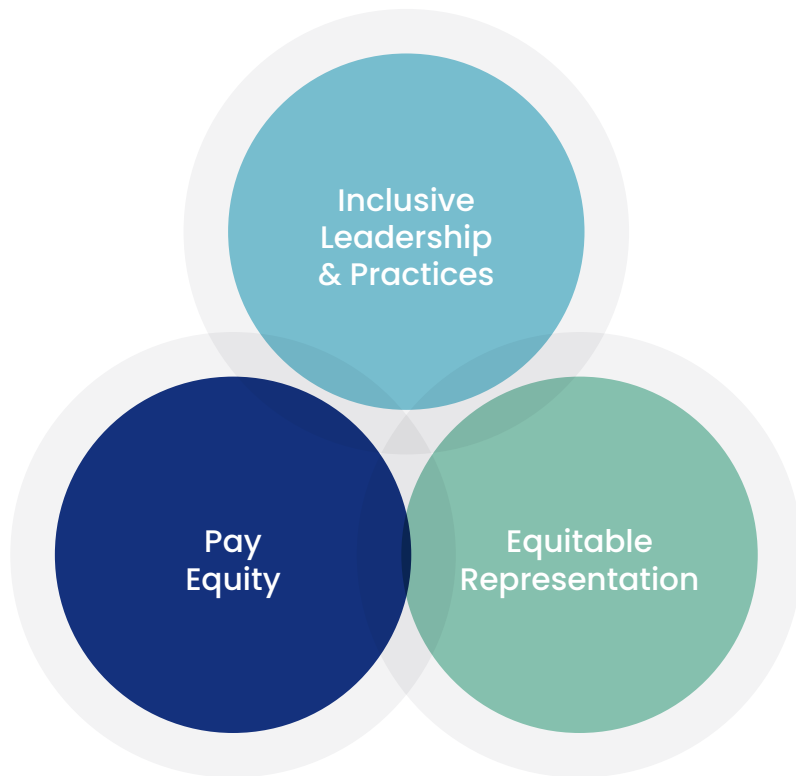
- increased the proportion of women recruited from 19 to 22 per cent many in higher paying roles
- increased the proportion of women in general manager roles from 16 per cent to 31 per cent
- appointed two women to the executive leadership team
- increased the proportion women graduates from 29 per cent to 31 per cent
- developed our women leaders through external programs including CEW and Women Rising
- engaged external expertise to partner with us on our DIB journey



Our actions

We have multiple mechanisms in place to ensure we remain accountable and on track towards our diversity and inclusion targets. We believe that increasing the diversity of our workforce through gender targets and inclusive leadership will drive cultural and behavioural change and gender pay equity cannot be achieved in isolation.

Our strategy is underpinned by three core commitments:



Our areas of focus:

- Increase workforce gender composition across multiple areas of our business by pursuing longer term gender representation targets for key areas including leadership, frontline, graduates and apprentices.
- Actively manage our gender pay gap and pay equity position with targeted interventions.
- Continue to invest in developing future talent sources by:
 - Providing scholarships for young women Engineers through University partnerships
 - Supporting school STEM students to understand career opportunities in our industry
- Enable and develop all our leaders to foster a diverse, inclusive and safe workplace and deliver on our Respect@Work commitments.
- Provide women with improved career opportunities by providing leadership development and networking opportunities.
- Continue to embed inclusive practices in what we do every day.





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