

WGEA Employer Statement



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More**

At Perenti, it is simple, our people are integral to our success. We are dedicated to fostering an inclusive workplace where every member of our team is valued equally, regardless of gender. Our commitment to gender equality goes beyond compliance; it is embedded in our culture, principles and actions.

Who we are

Perenti is a people focused business whose purpose is to create enduring value and certainty for all our stakeholders including our 11,000 strong global workforce of which 5,100 are direct employees in Australia across six states and territories. We live by a unique set of principles that guide how we work together and deliver our purpose.

It is important that we acknowledge that Perenti is part of the mining industry, and that our industry has a male dominated workforce as its history. We acknowledge that men have and continue to contribute significantly to the industry and to Perenti. We also know that a more inclusive and diverse workforce is better for all of us and Perenti is committed to providing a work environment that allows all its people to thrive, regardless of ethnicity, gender identity, race, religion or any other attributes.

Perenti's commitment to building an inclusive and diverse workplace

As part of our business strategy update in June 2023 and in support of embedding sustainability in everything we do, Perenti introduced three sustainability imperatives and five sustainability priorities for our business.

Two of these priorities; *Creating safe and respectful workplaces* and *Achieving gender balance* reinforce our commitment to ensuring a more inclusive, diverse and equitable workplace.

To support achieving these sustainability priorities, Perenti also introduced meaningful targets to achieve by the end of 2033, including:

- **33%** of our workforce being female
- **40%** of our senior leaders being female
- **40%** of our Board and Group Executive Committee being female

Introduction of gender pay gap reporting

Perenti believes that publishing the Workplace Gender Equality Agency (WGEA) data is an important step in improving gender equity outcomes in Australia. This data allows us to better understand the differences that exist and underlines the importance of Perenti achieving the targets set to increase female participation in our workforce.

The gender pay gap is the difference in average pay for women and average pay for men expressed as a percentage of men's pay. This is not the same as equal pay which describes same pay for the same or similar jobs. Perenti analyses and monitors our remuneration structures on a regular basis and we pay women and men equally for the same or similar work.

The Perenti gender pay gap for the 2023 compliance period is:

Median base salary gap	24.4%
Median total remuneration gap	28.4%

Understanding the gender pay gap

While these numbers signify a gap, Perenti has been undertaking a comprehensive analysis of internal and external factors influencing our gender pay gap. This will be completed in 2024.

Preliminary analysis has identified several drivers behind our gender pay gap. These include:

- Lack of female representation in senior management and highly paid operator positions.
- Fewer women in roles with access to variable pay such as allowances, overtime and bonuses.
- Women holding the majority of part time positions.
- Women are largely in lower-paying positions.
- 93% of our site-based roles (FIFO) are filled by men and these roles typically attract higher remuneration.

Our commitment to action

Reducing the gender pay gap requires a multifaceted approach driven by our sustainability priorities. We understand that a fundamental part of increasing participation of females across all areas of our business is creating safe, inclusive and respectful workplaces where people are valued for who they are and can thrive by making a meaningful contribution to the business. This has already started at the highest level of our organisation, with our commitment demonstrated through our recent appointment of two additional female non executive directors to the Perenti Board, ensuring our Board has an equal gender balance.

In conjunction with our gender pay gap report, we affirm our commitment to closing the gap through strategic and purposeful actions. Our initiatives include:

- Leadership endorsement and sponsorship
- An Inclusion and Diversity Roadmap
- Proactively addressing harmful behaviours in the workplace
- Policy review
- Gender participation targets

Future initiatives

Looking ahead, we are committed to deploying initiatives in FY25 that specifically focus on attracting and developing women at Perenti.

Conclusion

We recognise the journey ahead and remain steadfast in our commitment to creating a workplace where everyone has equal opportunities for growth and advancement. By addressing the gender pay gap, we aim not only to comply with legislative reforms but to contribute to a more equitable and prosperous future for Perenti, our clients, and our communities.

Please continue to refer to our website for further details and ongoing updates.

Mark Norwell

Managing Director & Chief Executive Officer
Perenti



WGEA EMPLOYER STATEMENT

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