



ENGIE ANZ Gender Pay Gap Statement

ENGIE ANZ is committed to creating a diverse and inclusive workplace where all our team members are energised to bring their authentic, whole selves to work. A workplace in which all team members, regardless of their gender are and feel valued, respected and rewarded.

In 2023, in recognition of our ongoing commitment to act to accelerate change for gender equity in the workplace, we received the [Workplace Gender Equality Agency \(WGEA\) Employer of Choice for Gender Equality](#) citation. This achievement recognises our active commitment to make meaningful progress and belief that achieving gender equality will lead to greater organisational performance, sustainability, innovation, customer satisfaction and team member engagement.

We are proud of the progress we have made so far, but acknowledge that we still have more work to do to close the gender pay gap and achieve gender equity across our organisation. ENGIE ANZ's median gender pay gap for the 2022-23 WGEA reporting year is 16.5% (base salary) and 19.4% (total remuneration).

Factors driving gender segregation within the energy industry have been long standing and complex and have resulted, historically, in a lower representation of women within the energy sector. These factors include cultural norms and stereotypes of traditional male/female roles; education which historically, has not seen a strong pipeline of women entering science, technology, engineering or mathematics (STEM) fields and insufficient workplace flexibility and support for those with caring responsibilities.

While we recognise the complexity of factors contributing to the gender pay gap in our industry and more broadly in Australia, ENGIE ANZ's pay gap has primarily been driven by the following:

- A higher overall proportion of male employees within our business and at senior levels
- Recruitment in technical areas that has historically attracted greater numbers of male candidates resulting in a smaller representation of women in technical roles
- Higher average remuneration compa ratios for team members in traditionally male dominated roles within operations and maintenance
- Low turnover and winding down of operations in some areas of our business has meant there have been fewer opportunities to increase gender diversity within these teams (e.g. decommissioning of coal assets).

Through our ENGIE ANZ Gender Equality Strategy we have made significant progress on removing barriers for women to pursue their goals and advance their careers. Our strategy outlines the actions we will take as part of our commitment to increasing women in leadership positions, engaging men within our workplace to enhance support for gender initiatives, our commitment to equal pay (like for like roles), promoting flexibility and increasing support for carers.

The following are just some of the initiatives and programs we have implemented to increase gender diversity, inclusion and belonging across ENGIE ANZ:

- Annually conducting a Gender Pay Gap analysis and continuing to maintain Gender Pay Equity (for like-for-like roles) through our annual and new starter remuneration review process.



- Setting ambitious gender equality targets, which support the ENGIE Group's global 50-50 Strategy to achieve managerial gender parity by 2030.
- Expanding our paid parental leave entitlements to 20 weeks for primary carers and 4 weeks for non-primary carers.
- Supporting the development and career progression of women through our Women in Leadership program.
- Enabling flexible and hybrid working for team members to support work life balance and caring responsibilities
- Enhancing our recruitment and selection processes to ensure that we attract, hire and retain diverse talent and eliminate any potential bias or barriers.
- Implementing diversity and inclusion awareness training to all managers and employees on the benefits of diversity and inclusion and to address any unconscious bias or stereotypes that may affect their decisions and behaviours.

For more information on our diversity and inclusion strategy and initiatives, please visit our website at [Diversity and Inclusion | ENGIE Australia & New Zealand](#)