

## Gender Pay Gap Statement

CPB Contractors is the largest engineering-led construction company in Australia, delivering complex infrastructure projects across all industry sectors. Our success is driven by our delivery-focused teams on site, with more 80% of our people in site supervisory, construction management, engineering and technically-focused roles.

While CPB Contractors continues to prioritise and invest in programs and initiatives (outlined below) that promote women, improve gender balance on construction sites and increase the participation of women in STEAM related fields, we must also work together with industry peers and government to address this challenging issue.

We prioritise the creation of safe, inclusive, and diverse workplaces. We have implemented people management processes and policies that recognise the value diversity brings, and we seek to create a culture that recognises gender diversity as critical to our ongoing success.

CPB Contractors remains committed to taking a leading role in creating change across our industry and to deliver strong positive action to reduce the gender pay gap by maximising female participation in blue- and white-collar roles. We are also acting to future-proof our industry by promoting science, technology, engineering, and mathematics (STEM) education among female students through our school and university programs.

### What is the median gender pay gap?

On 27 February 2024, the Workplace Gender Equality Agency (WGEA) published the median gender pay gaps for base salary and total remuneration for private sector employers with 100 or more employees. It corresponds to the difference between male and female median remuneration in an organisation as a percentage of median male remuneration. You can find out more about how WGEA calculates the gender pay gap [here](#).

$$\text{Median gender pay gap} = \left( \frac{\text{Median male remuneration} - \text{Median female remuneration}}{\text{Median male remuneration}} \right) \times 100$$

### Ensuring equal pay

The term gender pay gap does not show the difference between the pay of males and females performing the same role - equal pay. This requires an individual review of all female employees pay against the pay of male employees performing the same level role in the same location. In this regard, we have the following processes in place to ensure equal pay:

1. We undertake formal pay equity reviews at least once per year (since 2013). The remuneration of female employees on a like-by-like basis is compared against their male counterparts undertaking the same role.
2. We have developed a proprietary pay equity tool that allows us to conduct a granular assessment of equal pay.
3. As part of our recruitment process, we conduct a gender pay equity check to ensure equal pay for the same role. We continue to review the pay of women at each step of our Human Resources processes, including at commencement, performance review, promotion, and annual salary reviews.

### Why does our industry and our business have a gender pay gap?

We are a leading international construction company and a member of the CIMIC Group. CPB Contractors deliver major infrastructure projects across transport, tunnelling, building, health, defence, water, resources, and new energy sectors.

Our industry is engineering led, predominantly site based and populated by people with STEM backgrounds. The lower number of females entering STEM and Trades studies<sup>1</sup>, in relation to other study options, has a significant impact on gender participation, distribution and median salary in our business in several ways:

1. There is a lower number of women entering our business and working on site-based roles than compared to men, due to the smaller pool of women with the relevant STEM or trade studies required to undertake the work we perform.

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<sup>1</sup> Only 36% of students who study STEM subjects are female and there is an even lower number of female engineers. Only 16% of engineering graduates are female, with 14% of female engineers working in Australia (across all sectors). In addition, the participation of women in trades is estimated to be around 2-3% only.

2. There are fewer women in high paying senior engineering and operational based roles. The majority of senior roles are promoted from engineering degree qualified site-based roles.
3. There is a significantly higher proportion of women in functional/nonoperational roles, that typically have lower salary bands than operational roles.

We are committed to taking further and stronger action to address these Industry-wide issues as outlined below.

### What are we doing to close the gender pay gap?

Actions that we are taking to close the gender pay gap in our business include:

Action	Description
Ensuring equal pay	As outlined above, we have a comprehensive and embedded process to ensure that all women are paid the same as men who perform the same role
Eliminating all forms of sexual harassment and discrimination	Living our Code of Conduct, we do not tolerate harassment, sexual harassment, discrimination, bullying, vilification, or victimisation on any grounds. Our strong stance in these areas is reinforced through regular training for all employees in Code of Conduct, Equal Employment Opportunity (EEO), sexual harassment and anti-bullying and harassment.
Addressing unconscious bias	<p>We promote an inclusive culture that supports and encourages all employees regardless of gender. Our commitment includes progressing the capability of our leaders, recruitment managers and hiring managers through organisational training focussed on inclusion and addressing unconscious bias.</p> <p>We provide best practice tools and methods for positively managing personal, team, and organisational biases for improved and effective workplace decision-making.</p>
Consulting with our women employees	<p>A consultation process with women has been established to address issues affecting the attraction, retention, and progression of women.</p> <p>Employee experience surveys are undertaken during the employee lifecycle to understand any gender- based sentiment variances.</p>
Engaging with industry associations	We have a strong history of working with Industry associations to collectively affect real change in areas of importance such as gender equity. Examples of industry collaborative initiatives include:

	<ul style="list-style-type: none"> <li>• The Australian Constructors Association’s (ACA) Culture Pledge to attract a new wave of diversity of talent into our industry.</li> <li>• The Construction Industry Culture Taskforce (CICT) initiative to embed a culture standard across the industry addressing issues such as long working hours, lack of diversity and improving the wellbeing of workers.</li> <li>• Corporate membership to the National Association Women In Construction (NAWIC) enables all employees to have access to opportunities for networking and growth.</li> <li>• Participation in the gender strategies and initiatives championed by industry organisations such as Roads Australia (RA) fellowship program etc.</li> </ul>
Engaging with clients	We work alongside our clients to identify ways to improve the capability, culture, work environment and productivity of the project workforce. Initiatives include identifying ways to upskill the workforce through creating learner workers, new entrant programs and diversity programs.
Delivering specialised leadership programs for women	We have developed specific leadership and development programs for our women focused on maximising the unique potential of women. These programs are aimed developing the capability of women at various levels of seniority, including at the emerging leader, mid-level and senior levels to support their retention and progression.
Undertaking female talent process	Our talent and succession program has a focus on identifying women with potential to step up into bigger more complex roles. Where appropriate, females are listed as part of each succession plan. These talent identification processes feed into career development plans with opportunities for stretch assignments, training, coaching and mentoring aimed at retaining and progressing women into more senior roles.
Mentoring opportunities	Through our talent processes, we identify women with high potential who would benefit from a mentoring program. We believe that our senior leaders are well placed to share their knowledge, their experience, and provide support to assist female employees to reach their potential.
Driving female participation	<p>We’re creating new entry level career pathways to enable women to enter our workforce, such as:</p> <ul style="list-style-type: none"> <li>• CPB Contractors’ Australian-first paid Women in Construction program, which saw over 40 women employed into blue collar roles on our projects in 2023.</li> <li>• Our graduate program, developed to meet industry’s skill shortages, is focused on female participation recruiting over 100 graduates annually with 34% female participation on average, and 25% female participation of engineering graduates.</li> </ul>

	<p>We strongly encourage positive gender recruitment practices such as:</p> <ul style="list-style-type: none"> <li>• gender equality guidelines are used for internal and external recruiters and hiring managers.</li> <li>• setting internal targets to monitor participation progress.</li> <li>• leadership accountability for gender diversity.</li> </ul>
<p>Training and Development Opportunities</p>	<p>We're developing training pathways for more women to join and progress in our industry, including:</p> <ul style="list-style-type: none"> <li>• Our foundational partnership with the Institute of Applied Technology – Construction (IAT-C), launched in 2023 with 40% female participation.</li> <li>• Our Australian-first accredited Training Academy, launched in 2016 designed to meet the unprecedented demand for skilled workers by attracting new workers and with training programs to upskill and reskill the current workforce. The Training Academy actively hosts Sydney girls high school students to attract them into the high-school based apprenticeships and traineeships programs.</li> </ul>
<p>Gender Equality Action Plan (GEAP)</p>	<p>CPB Contractors has developed an organisation-wide Gender Equality Action Plan (GEAP). This enables continuous review and development of our current diversity initiatives to ensure that we foster a diverse and inclusive workplace for all our employees.</p> <p>Our GEAP includes commitments and strategies for progressing gender equality in our workplace.</p>
<p>Women's Advisory Board</p>	<p>Our Executive Leadership Team (ELT) has established a Women's Advisory Board to assist in making real progress.</p> <p>The Women's Advisory Board, sponsored by our Managing Director, acts as the voice of women from across the business and recommends actions to improve female participation at CPB Contractors. The Women's Advisory Board meets regularly to discuss and prioritise actions and provides regular updates and advice to the ELT.</p>