

Gender Pay Gap Statement

Sedgman is a leading provider of minerals processing and associated infrastructure solutions to the global resources industry. Our success is driven by our commitment to diversity and inclusion, with more than 40% of our people work in site-based roles.

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

We remain committed to taking a leading role in creating change across our industry, which has traditionally been male dominated, 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](#).

$$\begin{aligned} & \textit{Median gender pay gap} \\ & = \left(\frac{\textit{Median male remuneration} - \textit{Median female remuneration}}{\textit{Median male remuneration}} \right) \times 100 \end{aligned}$$

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 granular assessment of equal pay.
3. During the recruitment process, we conduct a review which compares incoming female pay against incumbent male pay in the same role - where incoming female pay is less it is adjusted to match male pay.
4. 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 engineering, constructing and operating minerals processing and associated infrastructure solutions for the global resources industry.

Our industry is engineering led, predominantly site based and populated by people with STEM backgrounds. The lower number of females entering STEM and Trades studies¹, in relation to other study options, has a significant impact on the 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.
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	A consultation process with women has been established to address

¹ 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.

women employees	<p>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	<p>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:</p> <ul style="list-style-type: none"> • Sedgman actively supports female inclusion by engaging with QRC, participating in initiatives like the Women in Resources Action Plan (WRAP), and sending representatives to events such as the Annual QRC/WIMARQ Resources Awards for Women and International Women's Day Lunch. • Sedgman's sponsorship a Central Queensland University is available for women or Indigenous students as support for their education. • Sedgman demonstrates its commitment to gender diversity by encouraging attendance at AusIMM's Women's Day event series, fostering an environment of empowerment and celebration within the industry. • As a member of Austmine, Sedgman contributes to initiatives like the Women in STEM: METS Career Pathway Program, and potentially engages in diversity and inclusion training to ensure a supportive workplace culture. • Sedgman further promotes female inclusion by encouraging participation in networking events hosted by 'WISER - Women in Sustainable Energy and Resources, facilitating opportunities for connection and professional growth in the field.
Engaging with clients	<p>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.</p>
Delivering specialised leadership programs for women	<p>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.</p>
Undertaking female talent process	<p>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</p>

	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 workforce participation	<p>We're actively creating new entry-level career pathways for females, exemplified by initiatives including our Lean In Circles, as well as our Undergraduate and Graduate programs.</p> <p>We strongly encourage positive gender recruitment practices such as:</p> <ul style="list-style-type: none"> ○ gender equality guidelines are used for internal and external recruiters and hiring managers ○ setting internal targets to monitor participation progress ○ leadership accountability for gender diversity

¹ 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.