



# Gender Pay Gap Employer Statement 2025

**POWER**  
together



# A message from our CEO

At Endeavour Energy, we are committed to creating a truly inclusive workplace that benefits not only our employees but also the communities we serve. Achieving gender equity is a crucial part of this vision, ensuring that everyone, regardless of gender, has equal access to opportunities, recognition and rewards.

Today, I am proud to share our latest Gender Pay Gap Employer Statement, which highlights the progress we have made and reaffirms our dedication to closing the gap.

## Celebrating Our Progress

Over the past year, we have made progress in reducing our gender pay gap and increasing the representation of women in early career and leadership roles. Our inclusive recruitment practices and leadership development programs have created an environment where employees of all genders can thrive.

## Looking Ahead

Our journey is about creating a workplace culture where every individual feels valued, empowered and supported to reach their full potential.

Achieving gender equity requires collective effort, whether through mentoring, challenging biases, or championing inclusion in our everyday actions.

I am excited about the progress we are making and look forward to continuing this journey with our employees, partners, customers and communities.

While there's still more to do, we're **proud of the progress made so far and remain committed to building on it.** By listening, learning and leading with action, we're shaping a more inclusive future for our industry.

**Guy Chalkley**  
Chief Executive Officer



# Endeavour Energy's commitment to gender equity

At Endeavour Energy, our purpose is to power communities for a brighter future. As we navigate Australia's energy transition, inclusion and diversity (I&D) remain critical drivers of innovation, informed decision-making and stronger organisational performance.

Gender equity is central to our I&D strategy, and we are committed to fostering a workplace where everyone can thrive. In 2024, our CEO Guy Chalkley was the recipient of the AHRI CEO Diversity, Equity & Inclusion Champion Award. This award recognises organisation leaders who actively lead safe cultures and ensure I&D is a priority, demonstrating commitment to I&D in their organisation's workforce, and ensuring all employees can feel a sense of belonging and achievement at work.

## Our strategy is underpinned by three key commitments:

### Equal representation

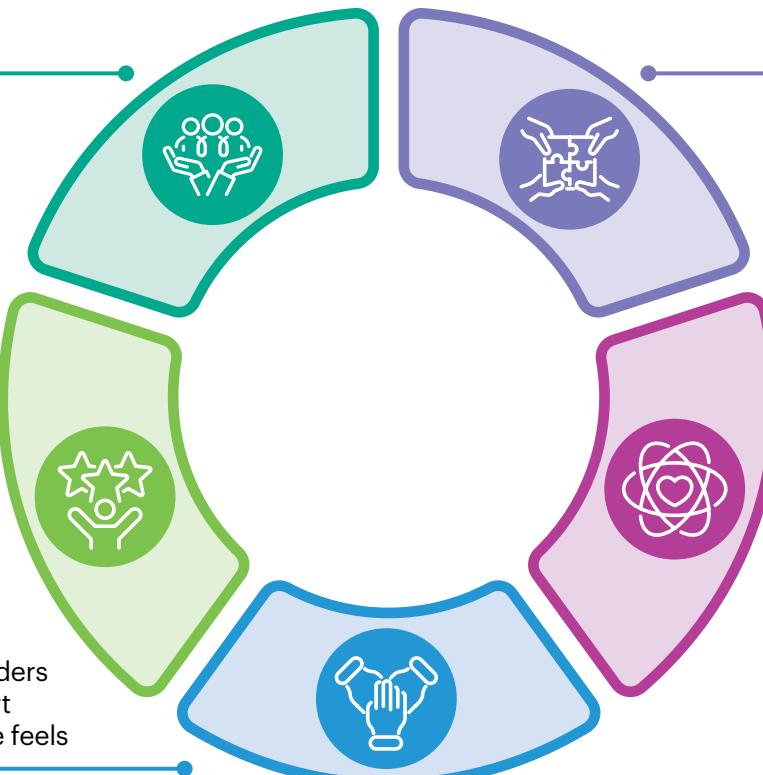
Focusing on early career pathways, including apprenticeships and internships, to strengthen gender balance across our workforce.

### Talent development

Empowering employees through opportunities to grow and lead.

### Inclusive leadership and culture

Building an environment where leaders are empowered to lead and support diverse teams, and where everyone feels valued and supported.



## Beyond our internal commitments, we recognise that driving lasting change requires collaboration and accountability:

### Industry collaboration

Partnering with our energy industry counterparts through the Energy Champions of Change Coalition to advocate for systemic change and eliminate the gap across the energy sector.

### Commitment to accountability and transparency

We prioritise transparent reporting to track and drive meaningful progress. Each year, we analyse our gender pay gap data, benchmark it against industry standards and publish our findings. These insights inform our strategy, ensuring our actions are both targeted and measurable.



Together, we are shaping a **more equitable and inclusive energy sector**, where inclusion and diversity power our future.

# Leading the charge in gender equity

Diversity of thought, experiences and perspectives have never been more important given the rapid, complex shifts occurring in our industry. We are fostering inclusion and diversity because when different perspectives are embraced innovation accelerates and better results are delivered.

We have taken bold and deliberate actions to recruit, develop and empower women and gender-diverse individuals across our business, from apprenticeships to leadership positions. Our efforts include promoting flexible work, providing visible role models and fostering an inclusive culture where everyone can thrive. By doing so, we are paving the way for a more diverse and equitable future.

Over the past year, we have:

-  Achieved a balanced gender representation in our apprenticeships, internships and graduate programs, a milestone we first achieved in 2022.
-  Reached nearly 50% representation of women in executive and senior leadership roles, ensuring women have a voice in decision-making at the highest levels.
-  Promoted our flexible work and parental leave policies, which continue to remove outdated barriers to career progression. By eliminating primary and secondary carer labels, any parent, regardless of gender, can take parental leave, even at the same time as their partner. This shift has been transformative for our employees.
-  Continued to increase gender diversity in male-dominated roles, building on steady progress over the past five years through our inclusive culture and development practices.
-  Re-certified as a Family Friendly employer, after becoming the first organisation in our industry to be certified in 2022.

We're proud of our progress in **closing the gender pay gap and fostering an inclusive culture**

where every employee feels supported and empowered in their career.



Our 2024 apprentice intake,  
53% of whom are women (9 out of 17).

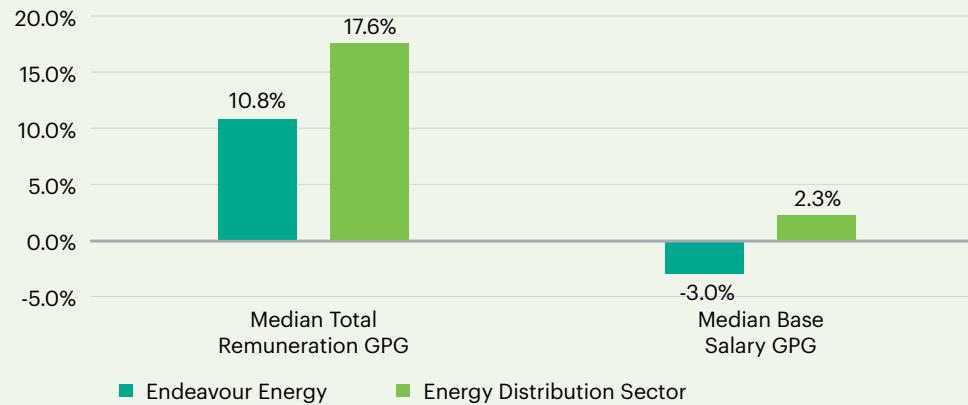


Our 2023 apprentice intake,  
60% of whom are women (9 out of 15).

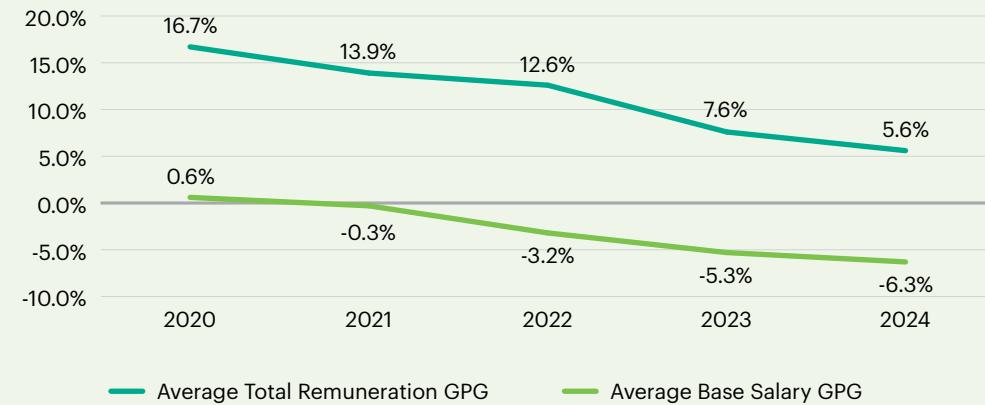
# Breaking barriers in a changing industry

Our latest submission to the Workplace Gender Equality Agency (WGEA) shows positive progress in closing the gender pay gap. In 2024:

## PGP Comparison: Endeavour Energy vs Energy Distribution Sector



## Endeavour Energy Average GPG\*: Comparison Over Five Years



Our **median total remuneration GPG fell to 10.8%**, well below the 17.6% reported for the Energy Distribution Sector, and our **median base salary GPG was -3.0%** (in favour of women).

WGEA publishes both average and median gender pay gaps. Measuring gender pay gaps by median allows us to understand the remuneration experience of the typical employee at a workplace, as it is not skewed by exceptionally high or low salaries. The average gender pay gap is a good measure of the collective remuneration of a group. As the average is skewed by high or low salaries, it will show if earnings are particularly concentrated for one gender.

Our **average total remuneration gender pay gap (GPG) dropped to 5.6%**, the lowest in the Electricity Distribution Sector and significantly below the Australian private sector average of 12.1%.

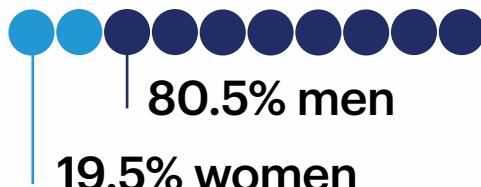
Our **average base salary GPG was -6.3%**, meaning women at Endeavour Energy are earning slightly more than men for base salary. While this reflects progress in advancing gender equity, we're committed to monitoring the gender pay gap to ensure no gender is advantaged, maintaining genuine gender equality for all employees.

\* For the first time in 2024, WGEA published gender pay gaps that include CEO, Head of Business and Casual Manager remuneration.

Our average total remuneration gender pay gap is the **lowest in the Electricity Distribution Sector** at 5.6%.

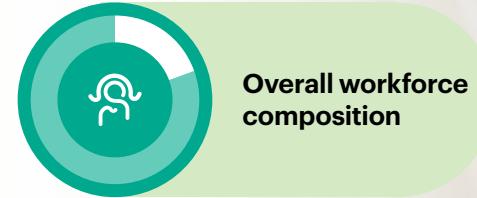
# Understanding the gender pay gap

Our overall workforce composition:



Since 2022, more than 50% of our apprentices are women, proving that **technical and trade careers are for everyone regardless of gender.**

While progress has been made, systemic factors continue to impact our GPG:



High representation of women in clerical and administrative roles, and high representation of men in technical and trade roles.



Our technical and trade roles are highly skilled positions requiring years of training and on the job experience to reach competence. We are hiring more women and gender-diverse candidates into these early career programs; however, it will take time for the Endeavour Energy-wide pay gap to narrow as our early career employees advance through our organisation.



Access to allowances and overtime in positions that are largely populated by men.



We develop our own talent and promote from within, which leads to low turnover and long staff tenure. While this demonstrates that Endeavour Energy is a great place to work, it also presents challenges in improving gender balance within our workforce.

# Real people, real progress

## Employee story Karyn



From the day I started at Endeavour Energy in 2013, I knew I was a bit different, being the only woman in my apprentice intake. Not once was I ever excluded or told I couldn't do something by management or by most of the men I worked with, though a few tradies did try to tell me there were things I wouldn't be able to do. One mentioned, "Women are built different, you can't bend or lift," but I proved them wrong pretty quickly.

I have been offered career development experiences from the Control Room to office-based positions, which eventually led to my current role as Apprentice and Shared Resource Manager. I love that I'm in a position where I can work closely with our apprentices and offer advice and guidance as they encounter challenges.

Things have changed a lot since I started. Now, over 50% of our apprentices are women. We have a full range of women's workwear, including maternity pants, smaller personal protective equipment, and more. It's been great to see these changes happen.

Working at Endeavour Energy is a truly rewarding experience. The company has provided me with great opportunities to grow both professionally and personally. I've had the chance to learn many new skills that have enhanced my capabilities and career prospects.



I've been given some amazing opportunities during my time at Endeavour Energy, including sharing my story about being a woman in a non-traditional role at external events to hopefully inspire others.

# Real people, real progress

## Employee story Paige



I joined Endeavour Energy as a graduate engineer. From the beginning, Endeavour Energy has been committed to fostering an environment that values flexibility. Spending the bulk of my grad program working in an operational team, I initially wondered how adaptable the structure could be, but I quickly realised that flexibility is embedded in the culture. Whether accommodating parents with young children or individuals needing time for appointments or other commitments, Endeavour Energy ensures everyone can succeed without compromising their wellbeing.

One of the standout aspects of my journey has been the opportunities to expand my technical knowledge and professional development. Through hands-on experiences, training sessions and leadership programs, I've been encouraged to grow and take on new challenges. These experiences have not only enhanced my skills but also given me the confidence to contribute meaningfully to my team and the wider organisation.

It's exciting to think about how much I've grown already and how much more there is to learn and achieve in this dynamic and forward-thinking environment.



Endeavour Energy has shown me that a fulfilling career and personal life can coexist, thanks to a supportive structure and culture.

# Empowering change, powering the future

At Endeavour Energy, we believe that when we **Power Together**, we achieve so much more. In 2025, we are continuing to focus on building a highly engaged and inclusive workforce, equipping our people with the skills and capabilities to deliver for our customers. Our strategies for this year are to:

**Strengthen leadership pathways** to ensure women and gender-diverse people have the support and opportunities they need to progress.

Continue to **champion gender pay equity, flexible work and inclusive policies** (such as our leading parental leave provisions that enable shared care for all families).

Launch our **LGBTQIA+ employee resource group** to listen, support our people and learn how we can foster inclusion.

Continue to **partner with schools, TAFEs and community organisations** to inspire more young women and gender-diverse people to pursue careers in STEM and trades.

Drive industry-wide change through our membership in the **Energy Champions of Change Coalition**.

Collaborate with industry peers to deliver our second **Women from the Field Conference**, fostering connections, professional growth and greater gender diversity in the industry.



The energy sector is transforming, and so are we. By **empowering our people, challenging biases and fostering a truly inclusive culture**,

we're shaping an industry that reflects the diversity of the communities we serve.

We are proud of the progress we have made, and excited to continue our work, **powering communities for a brighter future**.



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