



# WGEA EMPLOYER STATEMENT





# OUR OVERALL COMMITMENT AND APPROACH TO ACHIEVING GENDER EQUALITY

At Fortescue, we are committed to diversity and inclusion in all its forms and commit to a year-on-year increase across our measurable categories of diversity representation.

We recognise having a workforce that represents our community produces better programs and policies relevant to the experiences and needs of all our people. An inclusive workplace culture sees benefits such as improved employee engagement and wellbeing, performance, innovation and retention of talent. Our commitment to diversity, inclusion and equity is reflected in our diverse Board and Executive leadership team.

In FY24, voluntary workshops were held both in person and online across all our global locations. These workshops provided our leadership team an opportunity to hear from the Fortescue family on their experience at Fortescue and how we can continue to build a diverse and inclusive workplace. Following these workshops, we have been working to update our diversity and inclusion strategy. Our ambition is to increase gender diversity to reflect 40:40:20 across Fortescue. This refers to a minimum of 40 per cent men and 40 per cent women, with the remaining 20 per cent represented by any gender.

## OUR APPROACH TO REMUNERATION

Gender is not a factor in determining pay. Employee remuneration is based on a job classification framework that is split by functional levels (administrative, trade and operational, technical, professional and leadership) and seniority. Roles are evaluated into job classifications which factor in the skills, education and experience required for a role, paying at a level comparable to industry peers.

Each job classification typically has a pay range of 90 to 100 per cent, which means that whilst we would not expect every employee to be paid the same because of their individual skills and experience, we would expect that any gaps would be narrow and explainable.

For our trade and operational employees, remuneration is a fixed amount based on job, level and roster.

Our remuneration processes leverage both external benchmarks and internal relativities. This is to ensure that remuneration is comparable with equivalent roles in the relevant industry, and that equitable remuneration exists for like-for-like roles independent of gender, race, age or culture. The gender pay gap as defined by WGEA is 'the difference in average or median earnings between women and men in the workforce'. It is important to note that this is not the same as equal pay, where men and women are paid the same for the same, or comparable job, which Fortescue continuously reviews.

Differences between male and female salaries at Fortescue are primarily driven by variation in the types of roles commonly held. Typically, there is a higher proportion of female employees in office-based roles and a higher proportion of male employees in technical and site-based roles. These employment areas differ in remuneration. We undertake a gender pay equity review as part of the annual salary review process to ensure salaries are equitable on a role-by-role basis.

## 2023-24 WGEA DATA

Fortescue's median base salary gender pay gap for the 2023-24 reporting period (April 2023 to March 2024) is **8.9 per cent**, lower than the Australian private sector at 13.6 per cent.

Over time, the gender pay gap at Fortescue has been as follows:

	2020-21	2021-22	2022-23	2023-24
Median base salary	16.6%	13.0%	9.4%	8.9%
Median total remuneration	15.1%	16.5%	14.6%	14.9%
Average (mean) base salary	13.8%	13.5%	9.1%	7.9%
Average total remuneration	16.5%	17.1%	11.4%	10.4%

## ADDRESSING THE DATA

There are operational reasons driving some of the gaps, such as:

- For trade and operational employees, salaries are based on roster and hours worked. Around 80 per cent of these employees are male, which naturally leads to a higher total remuneration due to the accompanying allowances for working on site and more hours worked.
- Base salary remuneration is impacted by roster as it is directly proportionate to the hours worked for the trade and operational workforce.
- Total remuneration is impacted by allowances which apply to site employees working a roster, with more males working longer rosters and nights.
- More women are in clerical and administrative roles which are typically paid less than operational and professional roles.
- While women make up almost 30 per cent of the professional workforce, higher paid professional roles (i.e. engineering, site-based senior roles) have a stronger male representation.



## OUR ONGOING COMMITMENT AND INITIATIVES

As at 30 June 2024, we employed 3,836 women, an increase from 3,113 in FY23 and 2,659 in FY22. Our female employment rate increased steadily this year, with female employees holding 24 per cent of total positions, 29 per cent of leadership positions (Manager roles and above) and 37 per cent of senior leadership roles (General or Group Manager roles and above). Increasing the gender diversity of the Fortescue workforce has been an ongoing focus across FY24, realised through deliberate actions in site and team-based diversity plans. For the fifth consecutive year, in 2024, Fortescue was listed in the Parity.org Best Companies for Equal Advancement Opportunity.

We made progress against key actions, including:

- Our flexible work guidelines which support our leaders and workforce to manage all different types of working options.
- Our Fortescue Family Room continued operating in FY24. As part of our head office relocation, the new and improved Family Room includes:
  - increased capacity from 28 children to 35 children per day
  - a dedicated dining area for children to eat their meals (provided by parents/guardians)
  - an adjacent working space for parents/guardians to work from outside the six-hour Family Room allocation, with their children accompanying them
  - additional Nursing/Parent Room facilities.
- The Fortescue mentoring program which comprised 28 per cent female mentors and 42 per cent female mentees. We continue to support Mentor Walks which connects female team members with inspiring female CEOs, directors, executives and founders, providing a supportive space to build relationships, and discuss career progression, work worries and experiences.
- In March 2024, to coincide with International Women's Day, we launched our global initiative Fortescue Women, with the sponsorship of our Chief Operating Officer, Shelley Robertson. This network aims to provide information about professional development, learning and networking opportunities. We have continued to support our Pilbara Operations Women in Mining groups as part of Fortescue Women to ensure there are targeted local initiatives.
- Introduced Fortescue Parents Connect which enables team members on parental leave to hear from our leaders about progress across the business and meet other parents transitioning back to work at the same time.
- We have continued to promote and provide opportunities to our Fortescue family through programs offered by the National Association of Women in Operations.
- We continued our partnership with AusIMM with Fortescue attending AusIMM's International Women's Day event as a major sponsor.

