

# WGEA Pay Gap Employer Statement

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BESIX Watpac recognises that equality is more than acknowledging the many diverse people in the workplace. It is about creating an environment where everyone is valued, supported and respected. Gender equality is an important part of this commitment – by building an inclusive and equitable workplace, our people feel recognised, empowered and motivated to be their best regardless of gender.

## BESIX Watpac's WGEA Pay Gap

BESIX Watpac, in compliance with the *Workplace Gender Equality Act 2012 (the Act)*, has been reporting annually to the Workplace Gender Equality Agency (the Agency) on our employee remuneration data and the six key gender equality indicators since the inception of the Act in 2012.

Under the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023, BESIX Watpac's median pay gap for the 2022/23 reporting period has been published at 48.6% and our average pay gap was 41.3%.

## Our commitment to improving diversity in Construction

BESIX Watpac has long acknowledged that the Construction industry has historically been male dominated, particularly in roles considered 'non-traditional'. This prevailing trend has contributed to a notable gender pay gap compared to other industries, as men are typically employed in the higher remunerated site-based positions.

It is important to note that the pay gap is not the same as equal pay. BESIX Watpac reviews remuneration to ensure pay equity, meaning men and women at BESIX Watpac receive equal pay for work of equal or comparable value. The WGEA pay gap is the difference between the average of all women's and men's full-time equivalent earnings so does not take role or responsibilities into account.

Increasing female participation at BESIX Watpac will assist in reducing our WGEA pay gap. The following diversity and inclusion commitments have been made to increase the number of females in our workforce:

- Committing to achieving a workforce comprising 25% women by 2025 (currently tracking at 23%)
- A 5% increase of women in management roles in 2023 (this was achieved in July 2023)
- A focus on school and university engagements and partnerships to encourage young women into a career in Construction
- A focus on increasing the number of women commencing trade apprenticeships, again via school-based engagement and education
- Introducing the gender shortlist recruitment process which requires a minimum of one female to be shortlisted in all design, commercial, safety and engineering roles and a minimum of 50% female participants in all graduate and early learning positions.
- The launch of national Lean-In Circles which provides all women working BESIX Watpac the opportunity for peer-to-peer mentorship and skill building. These circles were established out of recognition that women continue to represent a small percentage of our workforce and therefore have a reduced ability to build a network.

These initiatives are anticipated to reduce our WGEA pay gap year on year. Our current published pay gap is from data as at 31 December 2022. We believe our future WGEA pay gap will be reduced due to the initiatives introduced in 2023.

We welcome this new reporting requirement as a positive step towards greater transparency of pay. We believe this will continue to ensure our workplace is fair and equitable for all workplace participants.