



# WGEA Gender Pay Gap Statement

February, 2024



# Message from the CEO & Managing Director



We welcome the decision by the Workplace Gender Equality Agency (WGEA) to publish gender pay data this year and for the opportunity to provide a statement regarding IPL's results.

Each year, IPL analyses gender pay equity data across its global workforce, and the results are reviewed by IPL's Board.

As reported to WGEA, our data currently shows that female employees' median base salary and total remuneration is 21.7% and 25.8% lower than males respectively.

Importantly, these differences are not due to IPL paying male and female employees differently for performing the same jobs. They are due to differences in representation across locations and role types.

Specifically, females are proportionately more highly represented in our corporate office locations and non-remote sites, while males are proportionately more highly represented in our remote operations. Our remote operations attract higher remuneration due to the difficulties in recruiting and retaining people in these locations.

Additionally, females are proportionately more highly represented in corporate functions and administrative roles,

while males are proportionately more highly represented in our technical and operational roles. Our technical and operational roles receive higher remuneration to enable IPL to attract people who are qualified and willing to work in the associated physical environments.

Finally, females are proportionately underrepresented in our senior leadership roles.

As expanded upon in the attachment to this statement, IPL is progressing a range of initiatives to increase the representation of females in locations and role types that attract higher remuneration. This, in turn, will address the difference in median remuneration between males and females. Achieving this is fundamental to IPL enhancing its safe, inclusive, high-performance culture. It is critical to our success.

**Mauro Neves**  
CEO & Managing Director

Gender pay gap (reported by WGEA)	2020 – 21	2021 – 22	2022 – 23
Median base salary	22.1%	23.2%	21.7%
Median total remuneration	28.2%	27.3%	25.8%





# IPL's Gender Pay Gap – further explained

As at the WGEA reporting date (1 April 2023), IPL's Australian workforce comprised 74% male and 26% female employees. Approximately 40% of the total Australian workforce is covered by Enterprise Agreements which specifies the rate of base salary and other terms and conditions for each role.

IPL's overall Gender Pay Gap (GPG) is largely driven by the breakdown of roles between males and females at IPL in the following WGEA categories.

WGEA category	Breakdown of IPL workforce (% workforce subject to WGEA reporting)	Impact on IPL's GPG
Technicians and Trade	<ul style="list-style-type: none"> <li>» 9% of total female workforce</li> <li>» 22.5% of total male workforce</li> </ul>	The remuneration for technical and trade roles is typically set by Enterprise Agreements, the terms of which apply equally to males and females. IPL has a higher proportion of males than females in technical roles and also more males in senior technical roles. Technicians and Trade roles generally have higher base salaries compared to office-based support roles reflecting the relevant skills and market for these jobs. Technical, trade and site-based roles are also often paid additional allowances and have greater access to overtime which also contributes to an increased total remuneration compared to support roles.
Machinery Operators and Drivers	<ul style="list-style-type: none"> <li>» 23.4% of total female workforce</li> <li>» 34.6% of total male workforce</li> </ul>	The remuneration for Machinery Operators and Drivers is typically set by Enterprise Agreements, the terms of which apply equally to males and females. A higher proportion of our females are employed as Assembly or Plant Operators at geographic sites where remuneration is lower (reflecting the terms of the relevant Enterprise Agreements). A higher proportion of males are employed in higher paying operator roles (for example, Mobile Processing Unit operators, Blast Crew roles). Machinery Operators and Drivers also receive additional allowances and overtime which also contributes to an increased total remuneration compared to support roles.
Clerical and Administrative roles	<ul style="list-style-type: none"> <li>» 25.7% of total female workforce</li> <li>» 2.7% of total male workforce</li> </ul>	Roles classified by WGEA as Clerical and Administrative are generally lower paid compared to other categories. IPL has a higher proportion of females in the Clerical and Administrative category than males which contributes to the overall Gender Pay Gap.



# Current actions to address gender pay equity

IPL is progressing a range of initiatives to continue to ensure equitable pay and to increase female representation across the range of role categories, locations and levels. These initiatives include:

## 1. Equitable remuneration and benefits – policies, processes and practices to ensure IPL has equitable and attractive remuneration and benefits including:

- » **Annual pay equity reviews** with dedicated budget to address any cases of gender pay equity discrepancies
- » **Performance ratings**, which are used to inform salary increases, are calibrated across each business unit to mitigate bias and improve equity
- » **Ongoing reviews of benefits**, for example, our parental leave policy was recently updated to increase the entitlement for parents, including providing superannuation on unpaid parental leave.

## 2. Recruitment of diverse talent

- » The following **targets** are in place to increase our female representation at all levels, including senior management and executive leaders:

IPL	Female representation
Board	Gender balance of no less than 40% female and 40% male
Business Units	Target 2% year-on-year (YOY) improvement; Stretch target 4% YOY improvement
Corporate Functions	Gender balance of no less than 40% female and 40% male
Senior Management	YOY improvement
Executive Leaders (ET and ET+1)	Gender balance of no less than 40% female and 40% male by 2028

- » **Entry level programs**, including graduate programs and operator traineeships, to recruit diverse talent for future technical and operational roles.

## 3. Development of diverse talent – initiatives to build diverse talent for senior roles including:

- » **Targeted talent and succession planning** to increase the pipeline of diverse talent
- » **My Potential program**, a development program designed specifically for females to reach their full potential
- » **Development planning improvements**, resulting in higher quantity and quality of development plans for our diverse talent.

