

2023 Gender Pay Gap Report

Employer Statement

Under Section 15A of the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023, the Workplace Gender Equality Agency (WGEA) must publish aggregate information for each relevant employer for each reporting period, for the purpose of showing the employer's performance and progress in achieving gender equality in relation to remuneration for the employer's workforce.

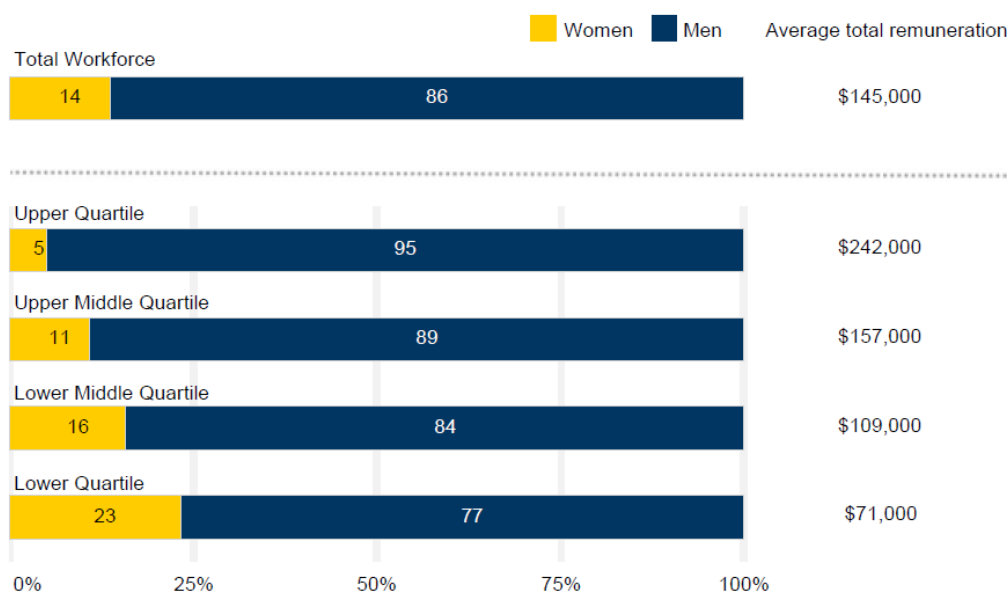
The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earning of all male and female employees, regardless of their role or seniority.

Pacific Energy is committed to a culture that is fair and inclusive and promotes diversity among its employee, consultants, senior management and board. The company is committed to providing a work environment where differences are respected, and all employees are treated with dignity, courtesy, and respect.







Pacific Energy understands that the energy generation sector, in which we operate, cannot grow to the extent required without the participation of women in this sector. Women currently represent half of Australia's population, but they are significantly underrepresented in our industry and yet they are essential to our future success. Pacific Energy can provide exciting and fulfilling career opportunities for all employees. We are committed to identifying and removing barriers to the participation and progression of women in our business.

Our data at a glance

The Pacific Energy average remuneration gender pay gap is **24.8%** and the median is **27.7%** for this reporting period. This is driven by the gender composition of our workforce, where we can see the majority of women in the lower pay grades in our organisation for the reporting period.



Looking at the workforce composition by **management roles** we can also see that men account for most of the workforce across the different role types during the reporting period.

	Key Management Personnel		Manager		Non – Management	
2022-23						
	33%	67%	13%	87%	14%	86%

What has caused our current gender pay and workforce composition outcomes

Pacific Energy has evolved and grown through the recent acquisitions of four new businesses becoming part of the group. Each of these new entities were small, privately owned businesses that had less than 100 people in the organisation, each with significant legacy gender imbalances, particularly at management levels.

Along with this, the industry sector in which Pacific Energy operates has been predominately off-grid energy supply and distribution, and focused largely in the remote Western Australian environment and mining sector to date. Another key feature of the Pacific Energy profile is the construction and manufacturing of power generation facilities and equipment. This sector has been predominately male dominated, with electrical trades and professions being highly represented throughout the organisation. Looking at the available industry data, women currently comprise approximate 2% of all electrical tradespeople working throughout Australia.

The acquisition of new organisations and the contextual features of our industry sector, particularly for the current reporting period, have contributed to the current gender composition and resulting gender pay gap.

Going forward

Pacific Energy is on the leading edge of the clean energy transformation in Australia. The company has a vision to be Australia’s leading provider of clean energy solutions. We acknowledge this challenge will not be achieved without the critical participation of women in our sector and in our organisation.

Pacific Energy has already made significant changes, including changes to workplace flexibility and harmonisation of remuneration practices across our businesses, which now stretch across Australia. This harmonisation will significantly assist in the easy review and elimination of gender bias in remuneration decisions and the improvements in flexibility will benefit all employees including women in our business. However, we acknowledge we are at the very beginning of our gender equity journey.

Pacific Energy’s executive committee and board of directors are focused in our intent to provide a robust and impactful diversity and inclusion strategy to achieve significant and ongoing improvement in the representation and progression of women in our organisation. We are working on ensuring our diversity and inclusion strategy has widespread leadership input and commitment and have an internal target to have this Strategy endorsed by our Board of Directors by **June 2024**.

While our strategy is currently under development, it is anticipated that it will address the broad range of opportunities and focus areas that require improvement, including the development of talent pathways for future female participation in all aspects of our business, and a focus on gender equity in recruitment. The strategy will also have a strong focus on the professional development, mentoring, employee consultation and education for all employees to ensure the equitable representation of women in these strategies. An ongoing focus on improved workplace flexibility and on ensuring gender equality is a corner stone of our ongoing business strategy will be key to our future improvements in our overall gender pay gap and workplace gender equality.

Pacific Energy Women's Network

Pacific Energy has recently established a Women's Network to support the development of an inclusive and engaging workplace for all employees which encourages increased diversity across all elements of the workforce.

Women's Network

- Builds awareness about the benefits of having more women in the workplace.
- Supports the development of gender and diversity equitable recruitment, talent acquisition and retention processes
- Guides overall diversity, equity and inclusion initiatives to enhance workplace culture.
- Supports leaders to embrace gender equity and understand the benefits of diverse teams through coaching, education, holding others to account and challenging the status quo.



The Women's Network has recently met to identify areas of focus and provide input into the Diversity and Inclusion strategy that is currently under development.