

Fyfe Pty Ltd is a gender diverse and inclusive workplace and is proud to publish our Workplace Gender Equality Agency (WGEA) Employer Statement. This statement reflects the data submitted to WGEA for the 2023-24 reporting period. We support and welcome the WGEA's publication of gender pay gap data, which helps organisations reflect on and enhance their strategies to advance gender equality in the workplace.

We highly value and respect the contributions of our employees and are dedicated to modern practices and social responsibility. Creating a genuine sense of belonging and inclusiveness is essential to us, with respect and integrity two of our core values. While we do not have set quotas, our participation in the WGEA reporting cycle demonstrates our ongoing commitment to attracting, retaining and promoting a diverse workforce.

The 2023-24 report shows a gender composition of 21% female and 79% male across our 430 employees. The gender disparity is primarily attributed to the historically lower representation of females in our industry as well as our corporate support services teams accounting for less than 6% of our total workforce. Throughout our recruitment process, we actively encourage and support the representation of all gender identities and are committed to promoting diverse leadership opportunities and succession planning.

We are pleased to report a 0.3% reduction in our gender pay gap from the previous reporting period. We are also pleased to advise our gender pay gap is lower than our comparison group in three of the four published data metrics. While we acknowledge there is still progress to be made, we are proud of the improvements we have achieved.

Fyfe also provides a comprehensive policy and strategy for flexible working arrangements, offering support to employees with family or caregiving responsibilities. Additionally, we proudly provide employer-funded parental leave, along with superannuation benefits during this period.

The Executive Committee and Board of Directors at Fyfe remain steadfast in their commitment to creating a diverse and inclusive workplace. We continually assess and refine our strategies to maintain a positive and supportive work environment. As we move forward, we are confident that our ongoing efforts will lead to even greater opportunities for growth and inclusion.