

HAZELL BROS

GENDER PAY GAP STATEMENT



Hazell Bros Gender Pay Gap Statement

Hazell Bros is founded on strong family and community values, and promotes a culture based on fairness, trust and integrity with a commitment to ensure all employees have the right to a fair and safe workplace. We are committed to promoting diversity amongst our employees and upholding equal employment opportunities for current employees as well as those seeking to work with us.

As a business we take our gender pay gap commitment seriously and, whilst we have seen an improvement in our measures, we recognise there is still more that can be achieved throughout our organisation.



What is our gender pay gap?

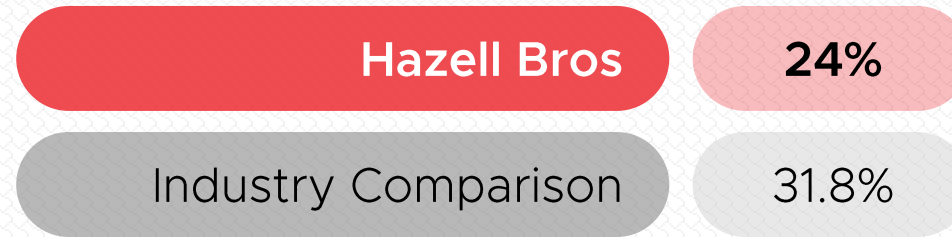
The gender pay gap is the difference in average earnings between women and men in our business. This shouldn't get confused with equal pay, which is women and men being paid the same for the same or comparable job.



The Workplace Gender Equality Agency (WGEA) uses a couple of measures in determining an organisation's gender pay gap. These measures are the **median total remuneration gender pay gap** and the **median base salary gender pay gap**. The following tables show how Hazell Bros is positioned across both measures and how we compare against our industry. The information is based on the 2022/23 reporting period.

Median Total Remuneration Gender Pay Gap

(Reporting Period 2022-23)

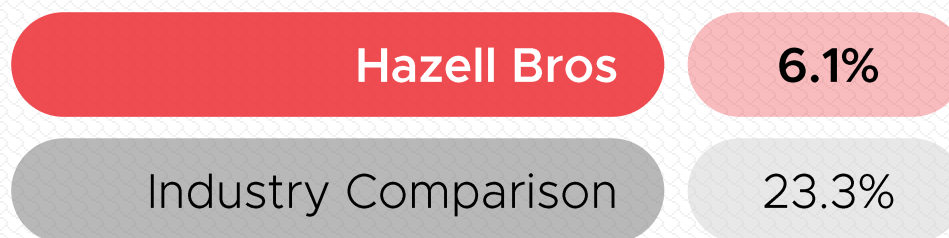


Median total remuneration includes an employee's base salary, superannuation, overtime, bonuses and any other additional payments. A key driver as to why this percentage is higher compared to the median base salary has to do with the composition of our wages employees compared to our salaried employees.

By the nature of the work performed and the operational requirements of our vertically integrated business, wages employees are likely to receive paid overtime and a range of additional payments (such as allowances) outlined under the relevant enterprise agreement. By increasing the female participation of our wages employees as an overall percentage, we will see an improvement of our median total remuneration over time.

Median Base Salary Gender Pay Gap

(Reporting Period 2022-23)



Median base salary only includes an employee's base salary and excludes superannuation, overtime, bonuses and any other additional payments. We are pleased to see a **significant reduction of this measure from 12.9% (during the 2021-22 reporting period) to 6.1% in the current reporting period**. This improvement is due to the continued focus of increasing our female participation in our salaried roles and ensuring equitable based gender pay outcomes for promotions, new hires and our annual salary review process. We aim to further improve this measure with the strategic outcomes we are taking across the business.

When looking at both measures, the gender pay gap in our business is significantly lower compared to our industry comparison which demonstrates our ongoing commitment to improving our gender pay gap. We are working on a number of strategic actions, to further improve these measures across our organisation.

What strategic actions are we taking?

Gender Pay Gap Review

We commissioned a detailed, independent review of our gender pay gap amongst salaried employees. The analysis found that the overall gender pay gap on our total remuneration package (base salary, superannuation and motor vehicle allowance or motor vehicle value) was 5%, and identified key focus areas that we are currently addressing.



What strategic actions are we taking?

Remuneration Framework

Implemented a remuneration framework which provides for a transparent process on remuneration outcomes for hiring of new employees and promotion of existing employees, based on an employee's position, level of experience and competency.

Our annual remuneration review will also have a greater focus on improving gender pay outcomes.



What strategic actions are we taking?

Gender Equality Strategy

Finalising a detailed gender equality strategy. We recognise that gender equality leads to better performance, diversity of thought, improved decision-making and enhanced team performance

As a business, we are aiming to attract, retain and advance women at all levels of the business, and are committed to building, valuing and promoting gender diversity and inclusion across the business.



What strategic actions are we taking?

Flexible Conditions

Creating more flexibility in working conditions to better support our employees and enhancing our overall employee benefits.



Our commitment to diversity and inclusion extends to all areas of our business and at all levels. This includes but is not limited to recruitment and selection, training and development, remuneration and reward, and flexible working arrangements.



