

HAZELL BROS GENDER PAY GAP STATEMENT

FEBRUARY 2025



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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, 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 continue to see 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 2023/24 reporting period.

MEDIAN TOTAL REMUNERATION GENDER PAY GAP

(REPORTING PERIOD 2023-24)

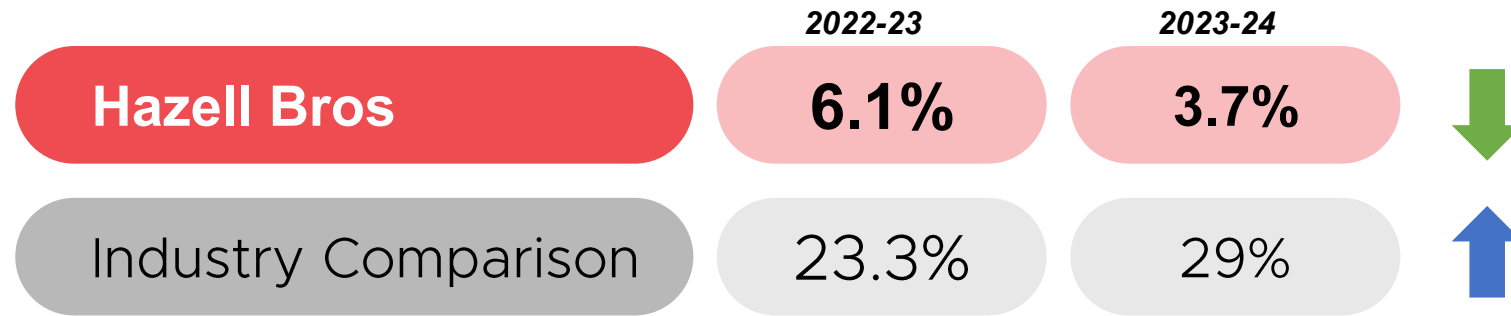
	2022-23	2023-24	
Hazell Bros	24%	15.2%	↓
Industry Comparison	31.8%	28.1%	↓

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 measure, has to do with the composition of our wages employees (e.g. overtime & allowances), compared to our salaried employees.

By the nature of the work performed and 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 continue to see an improvement of our median total remuneration over time.

MEDIAN BASE SALARY GENDER PAY GAP

(REPORTING PERIOD 2023-24)



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 **continued reduction of this measure from 6.1% (during the 2022-23 reporting period) to 3.7% 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 improve our gender pay gap.

WHAT STRATEGIC ACTIONS ARE WE TAKING?

Gender Equality Strategy

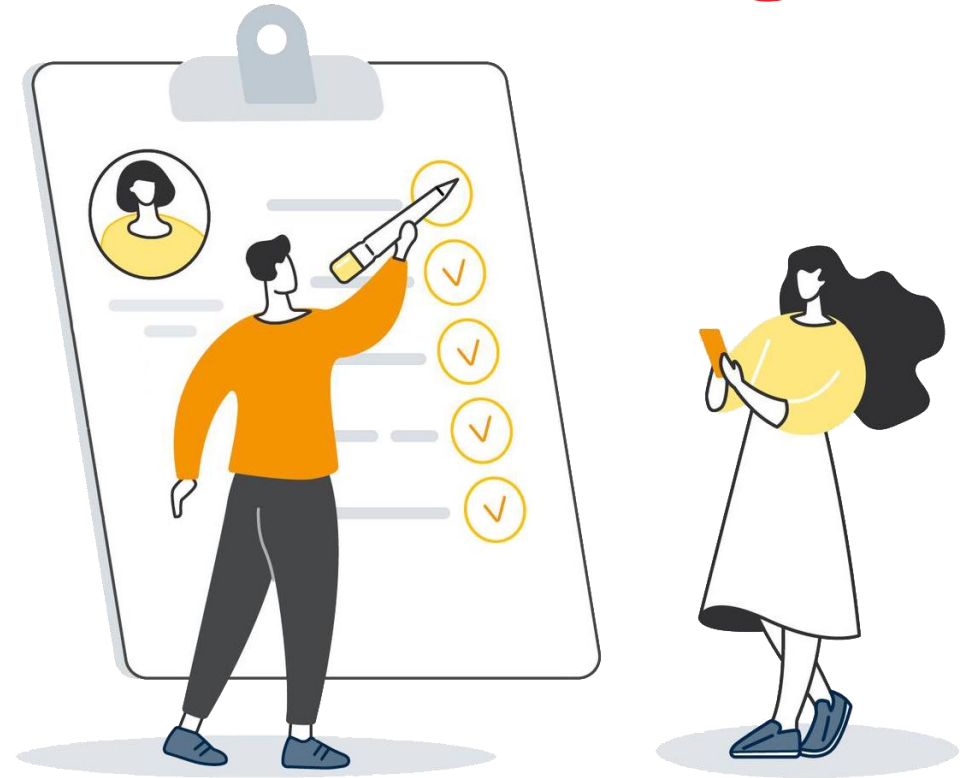
A detailed gender equality strategy is critical to our success. We recognise that gender equality leads to better performance, diversity of thought, improved decision-making and enhanced employee performance. As a business we are aiming to attract, retain and advancing women at all levels of the business and are committed to building, valuing, and promoting gender diversity and inclusion across the business. A Gender Equality Strategy tying in current and future initiatives has been planned for FY25.



WHAT STRATEGIC ACTIONS ARE WE TAKING?

Gender Pay Equity

Following the FY23 Gender Pay Gap Review a remuneration framework was implemented providing 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. Together with our annual remuneration review processes we will continue to identify gender pay gaps with a focus on improving gender pay outcomes.



WHAT STRATEGIC ACTIONS ARE WE TAKING?

Gender Equality Action Plan

Guided by employee consultation via our 2024 Employee Survey, the existing Gender equality action plan will be reviewed and additional initiatives presented to the Board for approval. This plan reinforces our commitment to building, validating and promoting gender diversity and inclusion across our business.



WHAT STRATEGIC ACTIONS ARE WE TAKING?

Flexibility in Workplace

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

In FY24 this has included review and implementation of expanded Parental Paid Leave Provision.



WHAT STRATEGIC ACTIONS ARE WE TAKING?

Creating a Respectful Culture

Creating a respectful, safe and inclusive workplace continues to be a priority for Hazell Bros. Programs that support this priority continue to be implemented across our sites. These have included Domestic Abuse and Awareness support and training, Respect@work training, Sexual and Sex Based Harassment Awareness, and, Diversity in the workplace training.



At Hazell Bros 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.



