

## Gender Pay Gap in Australia

LEARN ABOUT GENDER PAY GAP AND ALSTOM'S APPROACH TO CLOSING THIS AND REALISING GENDER EQUALITY

At Alstom ANZ, we are steadfast in achieving gender equality across our organisation, and it remains a top strategic priority for us. For years, we have been conducting demographic analyses to better understand our workforce and pay equity, and have actively participated in WGEA reporting activities. Our commitment to gender equality is deeply ingrained in the values of our DEI Charter, which we proudly uphold in ANZ cluster and worldwide.

Our senior leadership team routinely challenges their perspectives on gender equality while identifying the drivers and benefits of achieving gender parity. The significance of this work cannot be understated. Through our regular discussions, we are uncovering and addressing the inherent barriers to gender equality. We are continuously exploring the impact, progress, and effectiveness of our efforts towards building a more inclusive workforce.

While we acknowledge the work ahead of us, we believe that collaboration with partners in the rail sector like ARA and National Transport Commission is critical to fostering gender equality, not just within our organisation but throughout the wider industry. We are committed to maintaining our focus and unwavering efforts on bridging the gender gap, not just for this generation, but for generations to come.

At Alstom ANZ, our current gender pay gap is 7.7%. Whilst this is a better stance than our benchmark industry comparison of 12.3% and the National 'all industry' benchmark of 21.7% we recognise that this gap exists and is therefore instrumental in driving targeted change and improvement at all levels of Alstom. The pay gap is influenced internally by two main factors, a lower proportion of women in managerial and senior leadership roles which offer higher salaries and women's salaries that are lower than men for comparable roles. Therefore, we are taking concrete steps to address this issue, including proactively recognising and addressing barriers to pay equity.

Our total reward approach to salary review is a proactive approach to consistently addressing pay equity and our dedicated gender equity budget ensures correction of historical inequities. Our total reward approach also aims to enforce a consistent approach to determining new hire remuneration within a gender neutral process.

As part of our "Mind The Glass" action plan, we are conscious of stepping up our attraction, development, and retention activities aimed at improving the representation of women in our business, particularly in managerial and senior leadership roles. This action plan includes people manager education to highlight bias and ensure gender equity approaches to progression within our company and when hiring decisions are made. "Mind The Glass" is an important component of our Gender Equality Strategy which additionally aligns with the six indicators defined by WGEA and ensures that we continue to monitor our progress towards building workplaces that reflect the values of gender equality and inclusivity.

We benchmark and evaluate our focus activities against external assessments, such as the WGEA diagnostic tool and Work180 DEI Assessment, under which we are an Endorsed Employer. These assessments offer invaluable insight into the main focus areas to effect change. We have a long way to go, but we remain committed to achieving our goals by highlighting the importance of transparency, accountability, and effective dialogue.

At Alstom ANZ, our unwavering determination to close the gender gap and create a diverse and inclusive workforce will continue to drive meaningful progress for everyone across our business.

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