



ENGIE ANZ Gender Pay Gap Statement

ENGIE ANZ is committed fostering a diverse and inclusive workplace where all our team members can bring their authentic, whole selves to work. A workplace in which all team members, regardless of their gender are and feel valued, respected and rewarded.

In 2023 we received the [Workplace Gender Equality Agency \(WGEA\) Employer of Choice for Gender Equality](#) citation. This achievement recognises our active commitment to advancing gender equality and belief that achieving gender equality will lead to greater organisational performance, sustainability, innovation, customer satisfaction and team member engagement.

ENGIE ANZ is committed to taking actions to increasing the representation of females at our senior level, closing our gender pay gap and maintaining gender pay equity (for like for like roles). Pay Equity and the Gender Pay Gap are different measures of pay between genders:

- **Pay equity** or equal pay is where employees are paid the same for performing the same work or different work of equal or comparable value.
- The **WGEA Gender Pay Gap (GPG)** measures the percentage difference between the average earnings of women and men in an organisation.

To ensure we are maintaining our focus on Gender Pay Equity (for like-for-like roles) and addressing any issues, ENGIE conducts gender pay analysis as part of our annual and new starter remuneration review process.

We are proud of the progress we have made so far, but acknowledge that we still have more work to do to close the gender pay gap and achieve gender equity across our organisation. Our ENGIE ANZ Gender Equality Strategy outlines the actions we will take as part of our commitment to increasing women in leadership positions, engaging men within our workplace to enhance support for gender initiatives, our commitment to equal pay (like for like roles), promoting flexibility and increasing support for carers.

The following are just some of the initiatives and programs we have implemented to increase gender diversity, inclusion and belonging across ENGIE ANZ:

- Setting gender equality targets, aligned with the ENGIE Group's global 50-50 Strategy to achieve managerial gender parity by 2030.
- Offering paid parental leave entitlements of 20 weeks for primary carers and 4 weeks for non-primary carers.
- Re-launching our Diversity, Equity and Inclusion Framework which included the establishment of a new employee-led Gender Parity Working Group.
- Supporting women's development and career progression through our Learning and Development programs.
- Flexible and hybrid working arrangements to support work life balance and caring responsibilities.
- Enhancing our recruitment and selection processes to ensure that we attract, hire and retain diverse talent and eliminate any potential bias or barriers.



- Implementing diversity and inclusion awareness training for all managers and employees on the benefits of diversity and inclusion and to address any unconscious bias or stereotypes that may affect their decisions and behaviours.

For more information on our diversity and inclusion strategy and initiatives, please visit our website at [Diversity and Inclusion | ENGIE Australia & New Zealand](#)