

# Endeavour Energy Gender Pay Gap Employer Statement 2024

For over 130 years Endeavour Energy has provided safe, reliable and affordable electricity to millions of people in our communities. It is the core of what we do. We power communities for a brighter future.

With increasing electrification, rapid technology evolution, and a global focus to decarbonise the planet we play a vital role in bringing the energy transition to life. We are excited to be at the forefront of this change and know the value of our people who help us achieve our goals.

We are committed to creating a diverse, inclusive and equitable workplace, one that reflects the full diversity of our customers and communities at all levels of the organisation and enables our people to thrive. When the full power of diversity is harnessed and we embrace different perspectives, we know that better business performance is delivered.

Our inclusion and diversity strategy charts a path forward to influence positive change and enable gender equity not just within our organisation but across our industry and society.

## Analysis - Our Gender Pay Gap

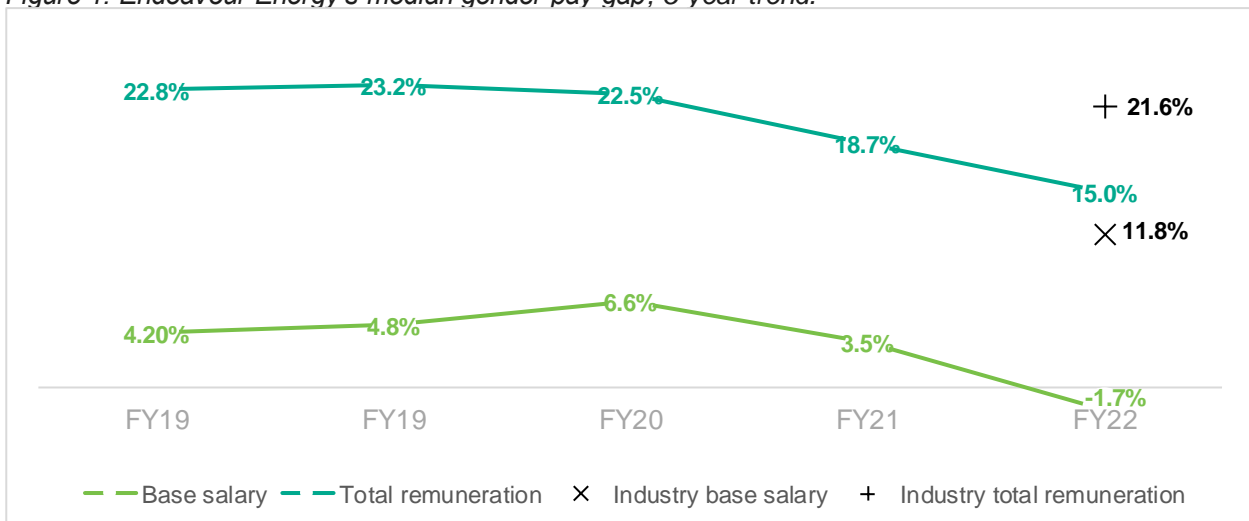
Over the past several years we have been progressively reducing our gender pay gap.

Our median gender pay gap across the company for base salary is -1.7 per cent. This means women earn 1.7 per cent more base salary than men in our organisation.

For total remuneration, our median gender pay gap across the company is 15 per cent. This means at a total remuneration level (base salary, overtime, allowances etc.) men earn 15 per cent more than women in our organisation.

In comparison, our industry has a gender pay gap in favour of men for both base salary (11.8 per cent) and total remuneration (21.6 per cent).

Figure 1: Endeavour Energy's median gender pay gap, 5-year trend.



Effective date of this data is 30 June for each financial year, reported to WGEA in the following calendar year

## Why does Endeavour Energy have a Gender Pay Gap?

In our workforce at Endeavour Energy:

- Females represent 19.5 per cent of our total workforce while males represent 80.5 per cent.
- Employee tenure is high, with an average of 15.2 years of service, and employee turnover is low, leading to reduced opportunities for external recruitment to balance our gender representation.
- Approximately 70 per cent of our employees are paid in accordance with our Enterprise Agreement which sets specific rates of pay for each role, regardless of gender.
- There is a high concentration of men in trade-based roles that are covered by our Enterprise Agreement and attract overtime and allowances, which can significantly increase their total remuneration.

At Endeavour Energy, our gender pay gap is due to two main reasons:

1. Our workforce composition is dominated by males; and
2. Certain role types (typically trade-based) receive overtime and allowances due to the nature of their work, and these roles are dominated by men. These payments represent a significant component of their total remuneration.

These are long-term structural challenges that will take time to address. Our actions are outlined below.

## How have we been closing this gap?

Our efforts over the past three years have improved the representation at our executive and senior leadership levels, now 47.5 per cent are women.

In addition, our focus on ensuring equal representation for entry level positions has resulted in at least 50 per cent of all apprentice appointments being female or gender diverse since 2022.

## What further actions are we taking?

Our commitment to progress equity and eliminate our gender pay gap involves the following actions:

- **Promote STEM and Trade careers:** Lifting awareness of opportunities in Trade and STEM based roles through sponsorships and school and TAFE education programs.
- **Recruitment practices:** Addressing gender diversity representation through the recruitment cycle at all levels of the organisation.
- **Development:** Improving the pipeline of female leadership talent through development and promotion opportunities.
- **Inclusive culture:** Providing opportunity for all employees, regardless of gender, to take up flexible working options available to them, including leading practice paid parental leave.
- **Industry collaboration:** Joining forces with other energy organisations through the Energy Champions of Change Coalition to progress a shared agenda to eliminate the gap across the industry.