

# **Gender Pay Gap Statement Our Pathway to Gender Equality Port of Brisbane Pty Ltd** 2024 BECOME IND TO OUR CUST

## Foreword

The Port of Brisbane wouldn't be where we are today without our people. The Port has a proud history of delivering strong results for our shareholders, our customers and the people of South-East Queensland. We are excited about the opportunities ahead of us and our ambitions to continue to grow and diversify our business, enabling growth for Queensland. We believe that our ability to bring together and harness the diversity of thought will be the key to enabling us to continue to grow our business and deliver on our vision to be Australia's Premier Port and Logistics Hub.

We recognise that to deliver on our aspirations, we need to continue to encourage greater diversity across and throughout our operations; to ensure our workforce better reflects the communities we serve.

Traditionally, women have long been under-represented within the maritime and infrastructure sectors. This of course means there is a lot of work to be done to narrow and ultimately close the gender pay gap. We actively monitor our progress and are using data to inform targeted actions that will drive improvements and our pay gap is a fundamental source of that data. Our progress over the last 3 years show that progress is happening. We are committed to closing the gap.



Neil Stephens Chief Executive Officer PORT OF BRISBANE Steffany Sinclair Executive General Manager People and Performance





# Our Gender Pay Gap

#### We have a gender pay gap, we know why, and we're committed to doing something about it.

Our gender pay gap is due to *lower representation of women in leadership and operational roles.* 

#### Our pay gap has reduced.

Our female representation across our business has increased by 7.9% since 2018 to 32.4%.

We've also increased the number of women in Leadership roles by 7.4% to 25%.

Our female representation across maritime, engineering and technology are in line with, and in some cases well above, female representation levels reported by industry associations.

While we're proud of this progress to date, they all remain key priority areas for the business.

Gender Pay Gap Metrics	2020-21	2021-22	2022-23	Reduction in Pay Gap (since 2020-21)
Base Salary Pay Gap (Median)	30.10%	24.60%	22.40%	-7.7%
Total Remuneration Pay Gap (Median)	30.40%	32.40%	22.20%	-8.2%

Gender Split by Level	Male	Female
CEO/Executive	80%	20%
Senior Manager/Heads of Business	74.1%	25.9%
Management and Professional Roles	55.3%	44.7%
Operational	80.5%	19.5%
Administrative	27.3%	72.7%



## Our Actions

We are determined to close the gender pay gap. This year we launched our new 5-year strategy; Equality, Inclusion and Belonging, which incorporates key actions identified through both the WGEA Pay Gap Analysis and Gender Equality Diagnostic Tools to help us chart our path towards gender equality.

While the strategy incorporates many key actions over the next 5 years, three of the key action areas include:

- Recruitment and Selection
- Progression
- People Data

#### **Recruitment and Selection**

We're focused on our employer brand and how we attract and recruit diverse talent.

ACTIONS OVER THE NEXT 5 YEARS

All selection panels for internal and external recruitment processes are diverse.

All Leaders and participants in selection panels are trained to call-out potential bias whether it's part of recruitment and selection,

internal promotion, remuneration and reward decision making, performance evaluations, employee growth/development opportunities.

To help combat community perception of Ports, introduce blind advertising to increase participation of female candidates within the applicant pool.

All job advertisements are reviewed through a gender decoder to remove masculinity.

Introduce and report on metrics related to recruitment and selection, measuring diversity of applications throughout the process to eliminate potential bias from the process.

Introduce onboarding surveys to collect feedback from new team members in relation to the recruitment, selection and onboarding experiences.

Introduce requirement for interviews to include at least one suitably qualified female candidate.

Targeted recruitment campaigns to increase interest from women on opportunities and careers within Ports/Maritime.

Collect and analyse data through the recruitment process, to understand where diverse talent is identifying/applying for opportunities at the Port of Brisbane.

Already Delivered/Ongoing

#### Progression

We've focused on encouraging and supporting women to pursue operational, technical and leadership opportunities.

ACTIONS OVER THE NEXT 5 YEARS

Introduce tailored leadership programs to support diverse talent to develop into senior leadership roles across the company.

Formalise graduate programs across PBPL to ensure diverse pipeline of successors and talent.

Introduce scholarship/sponsorship programs to improve diversity within occupations underrepresented by women.

Introduce formal mentoring program and formal succession plans for all critical and skilled roles.

Introduce diversity targets for talent identification, succession plans, career development and leadership training.

Promote equality through case studies/employee stories modelling career success.

Support women in underrepresented occupations to thrive in their first 5 years through introducing First 5 Program, for employees and for their managers and investigate other programs for underrepresented minority groups.

Develop plans to actively increase gender representation within operational teams where employees are more likely to earn overtime and allowances.

## People Data

Reviewing and analysing our pay gap and the drivers and actions that influence it, is a continuous process.

#### ACTIONS OVER THE NEXT 5 YEARS

Undertake a comprehensive review of PBPL's pay gap and share key findings and actions with the Executive Leadership Team, Network and People and Performance Committee

Increase awareness of gender pay gap within PBPL, what it is, how it's measured and the actions the company is taking through the Equality, Inclusion and Belonging Strategy to address the gap

Introduce gender calibrations and cross business benchmarking to address potential for gender bias through performance, remuneration and reward decision making processes

Undertake annual reviews of PBPL's gender pay gap, measuring movement at company and business unit levels, Hay Level, classifications

Share annual reports with employees to highlight and reinforce importance of gender equality, reinforcing the causes of gaps

Update remuneration and bonus policies to ensure that employees on parental leave are included in annual reviews

Establish and report on diversity, inclusion and equality targets both within and external to PBPL

#### Already Delivered/Ongoing



