



# WGEA employer statement



## **Our overall commitment and approach to achieving gender equality**

At Fortescue, we aim to provide a workplace where everyone feels safe to be themselves and where they are acknowledged and celebrated for their strengths as an individual. True diversity can drive better and more sustainable outcomes.

Through our Fortescue Family Diversity Plan, we are building a workforce that reflects the communities in which we live. This plan identifies pathways to increasing our diversity in gender, age, cultural background (including First Nations), LGBTQ+ and differing abilities.

Increasing female employment remains a key priority. As of FY23, we employ 3,113 females, an increase from 2,659 in FY22 and 2,141 in FY21. Our female employment rate remained stable this year, with female employees holding 23 per cent of total positions, 26 per cent of leadership positions (Manager roles and above) and 30 per cent of senior leadership positions (General or Group Manager roles and above). Fortescue was also listed in Parity.org's Best Companies for Women to Advance list for the fourth consecutive year.

We are committed to diversity and inclusion in all its forms, including a year-on-year increase across our measurable categories of diversity representation. Our Board has ultimate responsibility for diversity and inclusion matters through the Remuneration and People Committee.

## **Our approach to remuneration**

Gender is not a factor in determining pay. Employee remuneration is based on a job classification framework that is split by functional levels (administrative, technical, professional and leadership) and seniority. Roles are evaluated into job classifications which factor in the skills, education and experience required for a role, paying at a level comparable to industry peers.

Each job classification typically has a pay range of 90 to 100 per cent, which means that while we would not expect every employee to be paid the same because of their individual skills and experience, we would expect that any gaps would be narrow and explainable.

For our trade and operational employees, remuneration is a fixed amount based on job, level and roster.

Our remuneration processes leverage both external benchmarks and internal relativities to ensure consistency when establishing pay levels.

We undertake an annual remuneration benchmarking assessment to ensure that remuneration is comparable with equivalent roles in the relevant industry and that equitable remuneration exists for like-for-like roles, independent of gender, race, age or culture.

Differences between male and female salaries at Fortescue are primarily driven by variation in the types of roles commonly held. Typically, there is a higher proportion of female employees in office-based roles and a higher proportion of male employees in technical and site-based roles. These employment areas differ in remuneration. We undertake a gender pay equity review as part of the annual salary review process to ensure salaries are equitable on a role-by-role basis.

Fortescue's median base salary gender pay gap is 9.4 per cent, lower than the industry comparison group of 10.3 per cent:

	Fortescue	Industry comparison
Median total remuneration	14.6%	14.5%
Median base salary	9.4%	10.3%

Over time, the gender pay gap has continued to reduce:

	2020-21	2021-22	2022-23
Median total remuneration	15.1%	16.5%	14.6%
Median base salary	16.6%	13.0%	9.4%

## Addressing the data

While our gender pay gap is reducing, there are operational reasons driving some of the gaps, such as:

- ~2,800 unique positions mapped to only seven WGEA categories will naturally group positions with varying salary bands and ranges.
- For trade and operational employees, salaries are based on roster and hours worked. Around 80 per cent of these employees are male, which naturally leads to a higher total remuneration due to the accompanying allowances for working on site and more hours worked.
- More women are in clerical and administrative roles which are typically paid less than operational and professional roles.
- While women make up almost 30 per cent of the professional workforce, higher paid professional roles (i.e. engineering, site-based senior roles) have a stronger male representation.
- Base salary remuneration is impacted by roster as it is directly proportionate to the hours worked for the trade and operational workforce.
- Total remuneration is impacted by allowances which apply to site employees working a roster, with more males working longer rosters and nights.

## Our ongoing commitment and initiatives

We recognise our role in addressing any gaps to ensure we remain an employer of choice. As part of our commitment to building a diverse workforce, we are always reviewing and enhancing our policies and work conditions.

Our commitment to promoting gender equity is evident through the range of professional and personal development opportunities available to our female employees. During FY23, 117 females participated in an external program, called Empower, teaching leadership and wellbeing strategies to equip them with practical tools and strategies for personal and leadership growth. In FY23, there were 66 female participants in our Apprenticeship program, representing 31 per cent of overall participants. In FY23, there were 83 female participants in our Traineeship program, representing 41 per cent of overall participants. Our Senior Leaders Program, which was launched in FY22, had 30 per cent female participation in FY23.

We have a number of inclusion and diversity initiatives to build talent pools and provide a supportive workplace for female employees, including:

- strengthening our flexible working arrangements, including the launch of our two weeks on / two weeks off roster option;
- continued operation of our Family Room at the Fortescue Centre in Perth;
- facilitating mentoring opportunities through our Mentor Walks partnership and our internal Rookies and Coaches mentoring program;
- establishing Women in Mining groups across our locations and a Gender Equity working group who meet regularly to develop female support networks and discuss initiatives;
- providing development opportunities through National Association of Women in Operations (NAWO) membership;
- offering speaking opportunities for female employees through our partnership with AusIMM;
- increasing our paid parental leave for primary carers from 16 weeks to 26 weeks which is available to men and women; and
- developing high potential female team members through our Shadow Supervisor Program.

