



WGEA Australian Pay Gap

2022 – 2023 Employer Statement



“Our aim is to retain and attract a diverse team, who represent the communities in which we serve.”

At Ventia, we are proud to say that we make infrastructure work for our communities. Today, we continue to build a diverse workforce that is representative of the communities we support.

Women currently represent 32.7% of this workforce. Our women bring decades of experience, spanning corporate environments and frontline roles, and across a multitude of backgrounds and disciplines. From engineers and executives, to cleaners and chefs, managers and mechanics, lawyers and labourers, our women are represented in all sectors, functions and business roles in the Ventia portfolio.

We remain focused on increasing the number of women across all levels of our business, and we have committed to achieving 40% of women in leadership roles by 2030, as part of our HESTA 40:40 commitment.

Achieving our goal requires in-depth data analysis to inform targeted and consistent actions. The WGEA Gender Equality Scorecard is a valuable tool for learning, reflecting and planning improvements.

We recognise that women’s participation and pay equity is crucial to achieving a truly gender-balanced workplace.

We do not pay people differently based on gender. However, despite consistent efforts, Ventia faces a pay gap. Ventia has an median base salary gap of 40.8% and median total remuneration gap of 39.1%. The gender pay gap at Ventia is influenced by the higher number of men in our workforce, the type of work we perform and the industries we serve, which tend to be more male dominated.

In 2023, we made positive progress in bringing more women into our Executive Leadership Team (ELT) and senior management roles. However, we acknowledge that progress is slower than we would like, and overcoming existing barriers will require continued commitment and persistence from everyone at Ventia.

We have a comprehensive plan to drive change and remain committed to fostering a diverse workforce at every level. Gender diversity and pay equity are essential to Ventia’s long-term growth and sustainability.

People are at the heart of our business, and we’re dedicated to creating a workplace where everyone can thrive.

Dean Banks | Group Chief Executive Officer & Managing Director



2023 highlights



37.5%

women on the Ventia Group Board



33.3%

women on the Executive Leadership Team

an increase from 22.2% in 2022



26.6%

women in senior management

an increase from 20.3% in 2022



32.7%

women in Aus

an increase from 31.7% in 2022

2023 actions



using data insights to track progress of embedding inclusion into our culture



reviewing remuneration decision making processes



setting women participation targets



actively recruiting women to leadership roles



delivering women-focused training and development



reviewing parental leave and flexibility standards

Ventia at a glance

Ventia is a leading essential infrastructure services provider that keeps infrastructure working for communities across Australia and New Zealand. We are an ASX200 listed company.

We specialise in the long-term operation, maintenance and management of critical public and private assets and infrastructure across a broad range of industry segments including defence, social infrastructure, water, electricity and gas, resources and industrial, environmental services, telecommunications and transport.

Our strategy is to Redefine Service Excellence by being client focused, innovative and sustainable.



400+ locations



40%

of our workforce is in rural and regional regions

Mixed-gender industries



Defence and social infrastructure (D&SI)

Defence / Social Infrastructure / Critical Infrastructure / Local Government / Housing and Community / Energy Solutions

Male-dominated industries



Infrastructure services (IS)

Resources / Industrial & Environmental Services / Energy, Water and Renewables / Rig & Well Services



Telecommunications

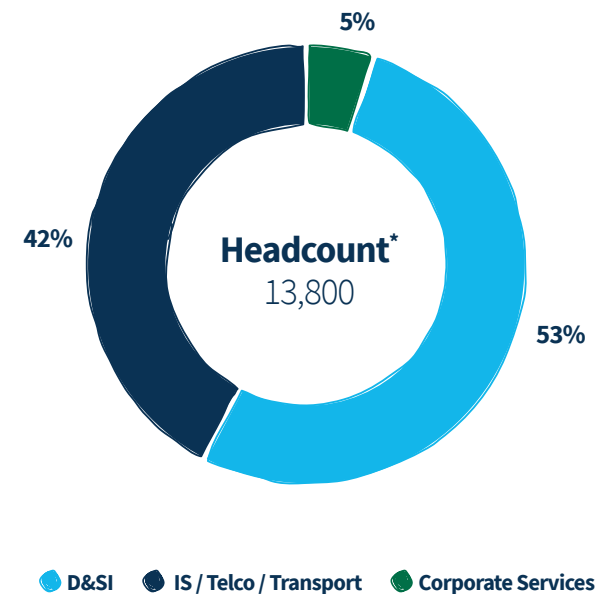
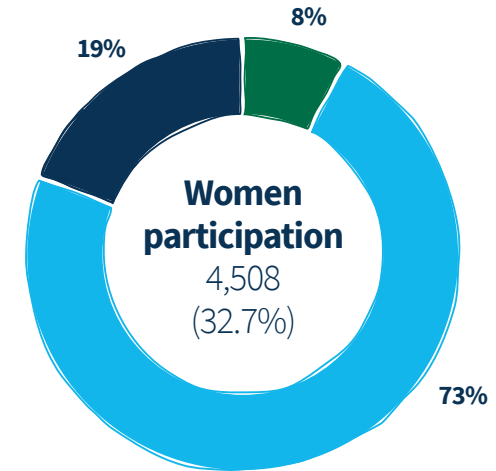
Fixed Networks / Wireless & Special Coverage Solutions / Operations & Services / Telecommunications New Zealand



Transport

Transport Operations Australia / Transport Operations New Zealand / Transport Infrastructure Solutions

Our Australian workforce



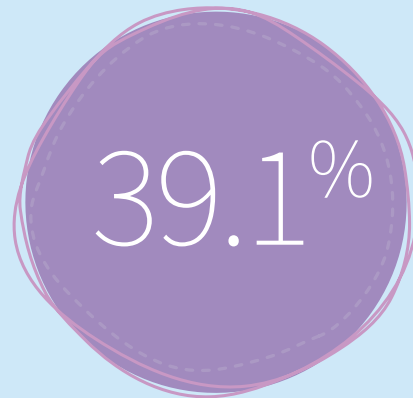
*Charts are for Australian headcount for full time, part time and casual employees, as at 31 December 2023.

What's our gender pay gap?

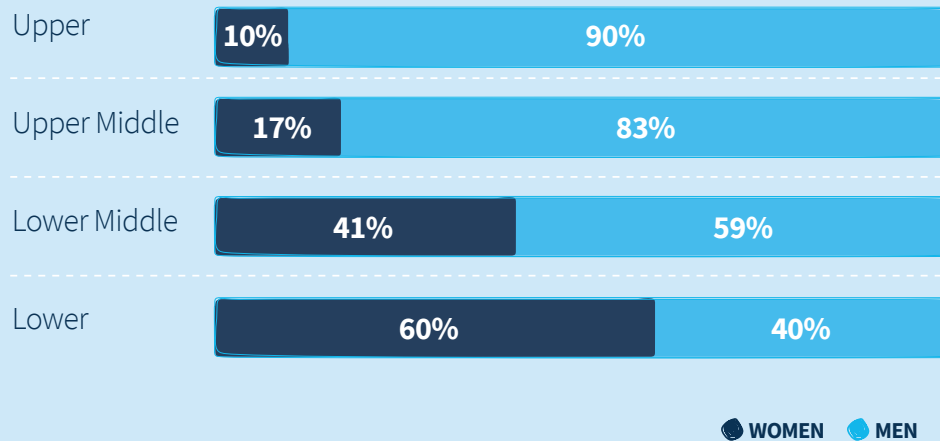
Median base salary



Median total remuneration



Pay quartiles



Median base salary

Represents the midpoint of base salary within a population, arranged in smallest to largest. Base refers to the fixed, guaranteed remuneration paid to an employee, excluding any overtime, allowances, bonuses, or other benefits.

Median total remuneration

Encompasses the median base as well as the median value of all allowances, bonuses, superannuation contributions, and other benefits paid to an employee. This provides a more comprehensive view of an employee's overall earnings.

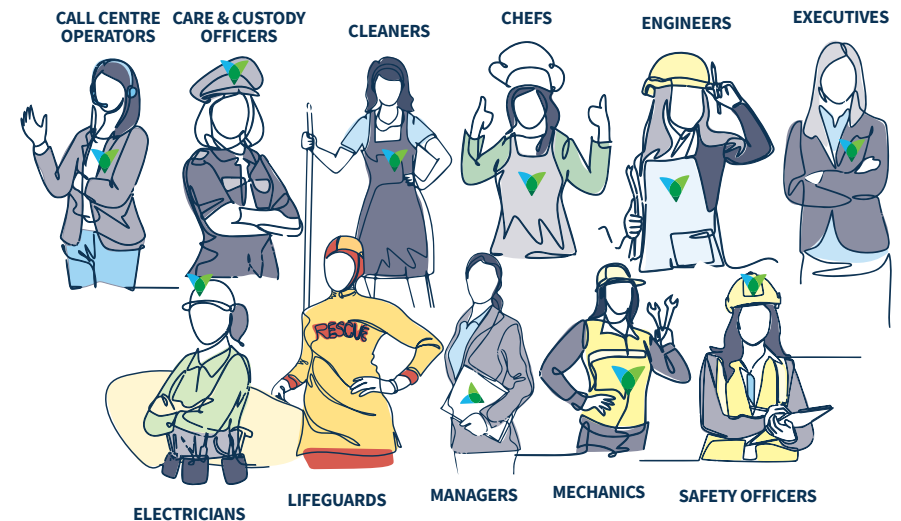
Pay quartiles

Gender composition for the highest paid quarter, upper middle quarter, lower middle quarter, and lowest paid quarter in an organisation.

Equal pay (like for like)

Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value. In Australia, this has been a legal requirement since 1969.

We're proud of our talented and engaged women who work across a wide range of roles



Understanding the gender pay gap

A complex mix of industries and occupations



At Ventia, we recognise and acknowledge the significance of the gender pay gap within our workforce. We strive for equity and transparency, while understanding the complex factors at play.

Industry segregation and occupational segregation

Infrastructure Services, Telecommunications & Transport:

Nearly half (42%) of our employees work in these male-dominated sectors. 19% of our women work in these sectors and primarily hold lower-paying professional, administrative and entry-level roles. Conversely, men dominate higher-paying trades (electricians, plumbers), machinery operation (heavy equipment operators) and engineering roles. Additionally, our resources projects, where employees receive extra allowances for working extended periods away from home, tends to be dominated by male-dominated roles, further widening the gap.

Defence & Infrastructure Services: Representing 53% of employees, D&SI has more gender balanced roles and works across more gender diverse industries like justice, housing, health, education, hospitality and food services and support

services. While 73% of women employees work in this sector, they're concentrated in valuable but lower-paid roles, often falling within the lower two pay quartiles.

This complex mix of factors - industry segregation and occupational concentration - contributes to Ventia's gender pay gap.

Leadership representation

While progress has been made, women remain underrepresented in managerial roles (25%), impacting the overall pay gap since leadership roles typically command higher salaries. Notably, in 2023 we achieved a significant increase in women's representation on the Executive Leadership Team (from 22.3% to 33.3%) and senior management roles (from 20.3% to 26.6%). We acknowledge the need for further progress, especially in our more male-dominated sectors.

Beyond like-for-like pay discrepancies

Men and women at Ventia are paid equally on a consolidated average basis compared to market. This has been achieved through a combination of targeted pay increases in our annual remuneration review and increased recruitment of

senior women talent. Bridging the gender pay gap goes beyond simply addressing wage disparities within the same roles. It requires empowering women to reach their full potential in traditionally male-dominated sectors, where limited talent pools and entrenched industry norms can be significant barriers.

Looking forward

We are committed to retaining, developing and attracting women through a multi-pronged approach:

- Entry level talent pipeline: build a robust pipeline through our graduate, apprenticeship, and traineeship programs to ensure a strong future pipeline of talent.
- Career growth: through the Ventia Academy, support skills development and career paths for women to transition into non-traditional roles.
- Leadership representation: continue to increase women leaders through targeted recruitment, development and mentorship.
- Inclusive environment: continue to foster a culture of inclusion and respect through training, flexible work arrangements and support networks.



Closing the gap

We're committed to retaining, developing and attracting women at Ventia



In our 2023 'Have Your Say' survey **84% of our women** indicated they have the **flexibility to balance their work and personal responsibilities.**

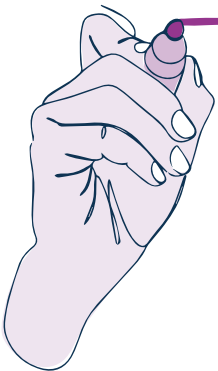
In the 2023 Diversity Council Australia survey, **75.5% of women** believe **Ventia is taking action to create a workplace which is diverse and inclusive.**



Our communities of practice and employee network groups are **champions for change** and **drive improvement initiatives** across workplace diversity and inclusion.

Enhanced data insights

We've upgraded our People dashboards to provide more comprehensive data insights, allowing us to track our progress embedding inclusion into our company culture. These dashboards now include focused diversity metrics to guide our ongoing efforts.



Since 2021, over **120 women** have been provided the opportunity to take a critical look at their career, leadership and unique strengths through our **Women Leading program.**

Board representation: In 2023, we sponsored **13 talented women** to participate in the **Australian Institute of Company Directors (AICD)** course, equipping them with the **necessary skills to excel in boardroom roles.**



250+ managers in 2023 attended hiring manager training

Respect @ Work training completed by **5,557** employees in 2023

As part of our succession planning with the ELT, we undertake **diverse talent sessions**, spotlighting **women who have the potential** to progress.

Investing in the future

In 2023, we hired 5,893 new starters, with 33% being women. To continue this upward trajectory, we'll keep working with our partners and exploring new avenues to attract and retain top women talent.



40:40 VISION

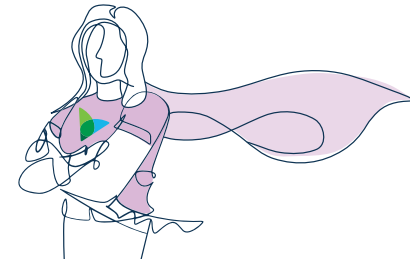
Ventia is a signatory to the **HESTA 40:40 vision** to achieve gender balance (**40% women, 40% men** and 20% any gender) in the **Executive Leadership Team** by 2030.

We are also targeting 40% participation for women in **senior management roles** across the business.

We are recognised as a **2022-2023 Inclusive Employer** by the Diversity Council Australia.

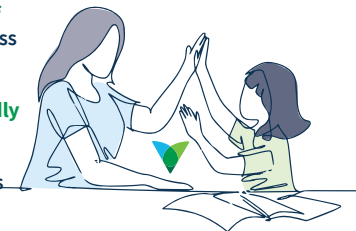
Our partnerships with the **Diversity Council of Australia, Flex Careers, Working Parents Connect** and **Work180** support our gender diversity objectives.

Since 2017, **Ventia has been a member of ABCN**, an organisation connecting business with **disadvantaged students through mentoring.** Over 1,000 students have benefited from Ventia mentors. **We proudly support FOCUS**, an ABCN program that **empowers young women** to develop leadership skills and aspire to senior roles in business and the community.



Every year, Ventia celebrates International Women's Day. We come together to educate, highlight challenges, drive awareness, seek feedback and also celebrate success.

In 2023, we also launched the inaugural **"Connect Women of Ventia"** magazine, showcasing and honouring the exceptional women who contribute to our success.



Growing the business and her career:

Dimity Agland's Ventia journey



After almost 10 years with Ventia, Dimity Agland has fit a lot in, and in many ways has grown up with the company.

Starting as a Business Administration Trainee in 2014, Dimity completed her traineeship and moved into training administration and crew logistics roles.

In 2017, Dimity moved into the role of Proposal Coordinator before completing a secondment in 2019 supporting operations and contract delivery.

With her new knowledge and understanding of contracts, Dimity went on to become Contract Administrator in 2020, Team Leader for the Contract team in 2021 and is now Business Development Manager for Ventia's Rig & Well Services business, a traditionally male-dominated industry.

"I know and have met so many incredible, smart, talented women within this industry, and there are many more coming through the ranks.

"It's very exciting to be part of this journey and evolution, and to see the industry becoming far more inclusive. I can see the step change already happening, there are more and more women working in the field and applying for roles.

"My vision is a safe and approachable industry for both women and men, no disconnect or bias, just people working together because they love it."

“It's very exciting to be part of this journey and evolution, and to see the industry becoming far more inclusive.”



Celebrating our achievements

FINALIST

People and Culture Award

Lizette Bull

2023 Women in Defence Awards
Australian Defence Magazine

FINALIST

Social Impact Woman of the Year

Amanda Morton

2023 Canberra Women in Business
(CWB Awards)
Synergy

FINALIST

Champion of Change Award

Donny Yap

NSW NAWIC Awards
National Association of Women
in Construction



Looking ahead

While we acknowledge the progress we've made, we recognise that our journey towards gender equality needs continuous effort and focus.

Our Women Participation Action Plan 2024-2026, launching in March 2024, is informed by the voices of our people, and our Diversity Council of Australia and Have Your Say surveys.

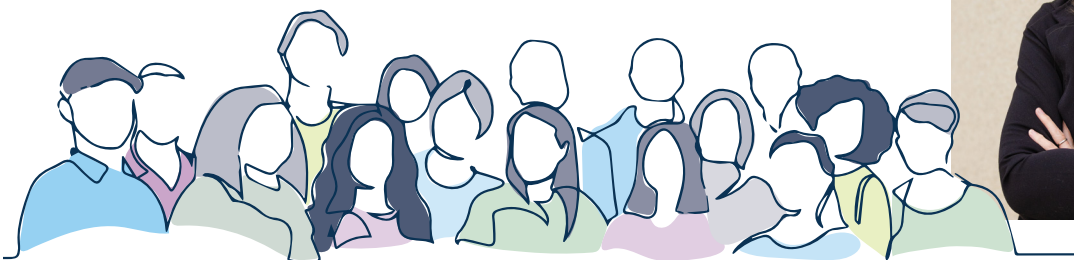
The plan will:

- empower our women
- set key targets by sector and level to increase women participation and to reduce the pay gap
- includes inclusive actions and opportunities that benefit everyone across our organisation
- provide strategies to influence the industry to attract more women to traditionally male-dominated industries
- ensure alignment to our broader commitment to social sustainability.

Ventia remains committed to achieving gender equality, both within our organisation and in the wider community.

Learn more about our social progress and priorities in our 2023 Sustainability Report www.ventia.com/SR23.

Read our 'Women of Ventia' Connect magazine where we shine a spotlight on some of the talented women across our business www.ventia.com/connectwomen



Diversity is who we are, inclusion is what we do



Connect with Us

-  ventia.com
-  LinkedIn.com/company/vnt
-  instagram.com/ventiaservices
-  facebook.com/VentiaCareers
-  twitter.com/VentiaServices
-  vimeo.com/ventiaptlytd

Acknowledgement of Country and Mihi



Ventia would like to respectfully acknowledge the Traditional Custodians of country throughout Australia and their connection to land, sea and community. We pay our respects to them, their cultures and to their Elders past and present.



He tautoko te ahurea i ngā kawa me ngā tikanga o ngā Iwi whānui o Aotearoa, me ka kawa me ka tikaka o ka Lwi whānui o Te Waipounamu. We recognise and celebrate the culture of manawhenua in Aotearoa and Te Waipounamu where our teams respect local Iwi and communities across the country.