

Gender Pay Gap Report: **2022-2023**



A message from the CEO

Our commitment to diversity, equity and inclusion

Transgrid Group is leading the energy transition, accelerating the nation-critical transmission projects needed to deliver affordable, clean, and reliable electricity to millions of Australians. We recognise that to deliver our vision of a clean energy future for Australia, we need the right people in the right roles – and that means creating a safe, fair, and equitable workplace for all of our people.

A diverse workforce is diverse in its thinking and is linked to better outcomes for both people and businesses. Without gender equality, we are limiting our talent pool. Without diversity in our teams, we limit our potential for innovation and better decision making. Without an inclusive and equitable workplace, our people can't bring their best selves to work or reach their full potential.

The gender pay gap is just one measure of gender equality, but it's an important one. It helps us better understand the inequalities playing out in the workforce, and by measuring and tracking the gender pay gap, we can tackle these issues and make progress towards a more equitable workplace.

Transgrid Group is taking action to reduce the gender pay gap and increase the representation of women at all levels of our organisation.

I am personally committed to accelerating gender parity and delivering pathways for our people that help ensure a diverse, inclusive and equitable workplace for current and future employees of the Transgrid Group.



Brett Redman
CEO, Transgrid Group

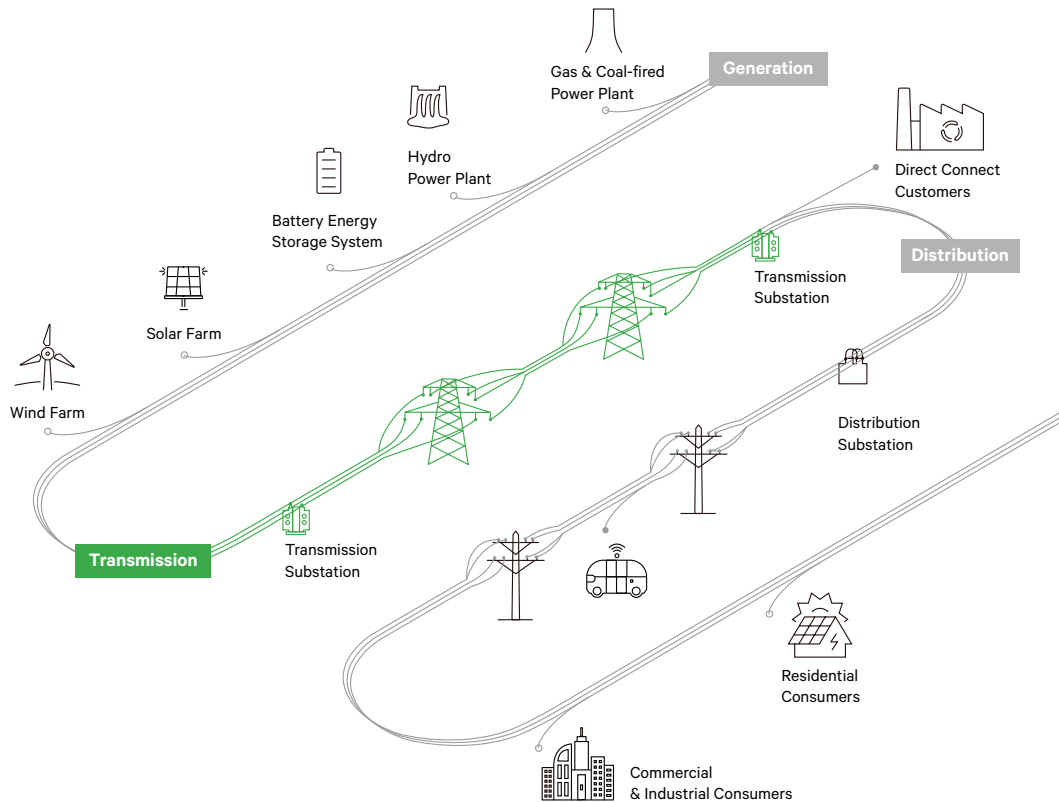
About Transgrid Group

The Group delivers a range of essential transmission, infrastructure and telecommunications services to enable consumer access to low cost energy while meeting the growing needs and expectations of our customers. Our organisation provides the backbone of the National Electricity Market which is responding to rapid change, while supporting the transition to a cleaner energy future.

The Group's businesses are driving the change to renewable energy, ensuring Transgrid transmits and

provides electricity from multiple sources wherever it's needed to power businesses and communities; while Lumea creates leading renewable energy infrastructure and services that are innovative and flexible, accelerating the energy transition.

Our operations are managed and delivered in two key areas, Transgrid and Lumea, both of which are covered in our reporting to the Workplace Gender Equality Agency.



1,417

Total employees

27%

Women

73%

Men

What is the gender pay gap?

The gender pay gap refers to the difference between the average pay of women and men across organisations and industries. It is a measure of women's position in the economy, in comparison to that of men.

It is an important indicator of gender equity in society, and of how as a country we value men and women's contributions. In Australia, every sector has a pay gap in favour of men, even feminised industries¹.

It is important to note that the gender pay gap is not the same as equal pay, which refers to men and women

being paid the same amount for performing the same role, or different work of an equal or comparable value.

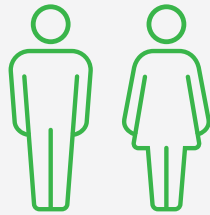
The pay gap is influenced by social, economic, and political factors that can reduce women's earning capacity over their lifetime. These factors result in a national average gender pay gap of 21.7% (2022-23)².

Measuring the pay gap makes clear the action needed at an organisation, sector, and national level to close the gap and achieve gender equity.

How is the pay gap defined?

Equal Pay

Men and women are paid the same for like work



The gender pay gap

The difference in average earnings between all men and all women across an organisation



At a national level, research shows there are three key drivers of the gender pay gap³:

24%

is influenced by type of job

'Type of job' refers to the gendered nature of some industries and roles, and the different salaries they attract.

33%

is influenced by care/family and workforce participation

Women have traditionally taken more time out of the workforce to accommodate caring responsibilities, affecting longer term income capacity.

36%

is influenced by gender bias

Women historically find it more challenging to progress in the workforce due to ongoing biased decision making at all stages of their career.

¹WGEA, Australia's Gender Equality Scorecard 2022-23, WGEA, November 2023.

²WGEA, Australia's Gender Equality Scorecard 2022-23, WGEA, November 2023.

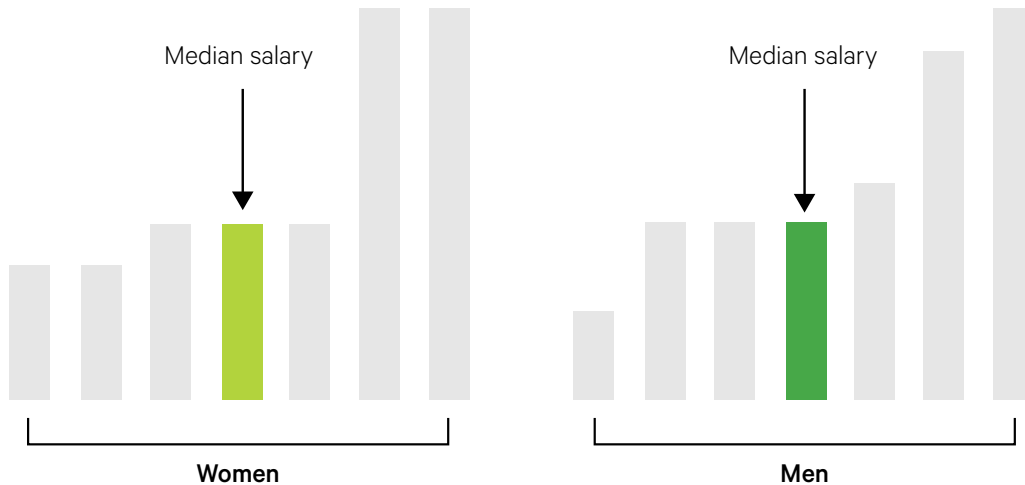
³KPMG, Shes Price(d)less: The Economics of the Gender Pay Gap, Prepared with Diversity Council Australia (DCA) and the Workplace Gender Equality Agency (WGEA), Sydney, KPMG, 2022.

How is the gender pay gap calculated?

This reporting year, WGEA has published the **median gender pay gap**. The median refers to the middle point of the remuneration dataset – or a comparison of the mid salary point for men and for women in an organisation.

The pay gap is expressed as a percentage of men's earnings.

Example of how the median is calculated*:

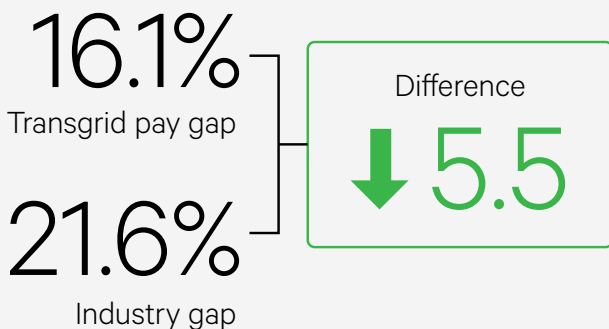


*Not real data, for illustrative purposes only.

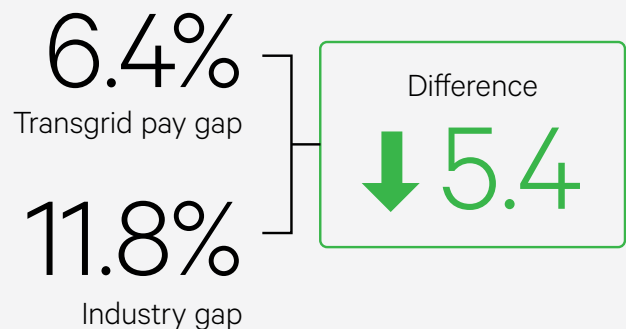
Transgrid Group's gender pay gap

Overall, our gender pay gap is lower than the industry average. While we are proud of the work we have done to close the gender pay gap we recognise there is still more to do both within our business and in advocating for change across industry.

Median total remuneration



Median base pay





Understanding our gender pay gap

What's influencing our gender pay gap?

There are two key elements driving Transgrid Group's gender pay gap.

1. Lower representation of women in traditionally male-dominated roles

Transgrid Group has historically had a gender segregated workforce, with men traditionally holding field-based and technical trade roles. At a societal level, women have not, in the past, been widely encouraged to pursue trade roles. At a sector level, women have faced multiple barriers to participation and progression in trade roles, such as a lack of visible role models, and stereotyping and beliefs about what is viewed as men's and women's work.

Transgrid's focus is on creating an inclusive culture where flexibility and hybrid working is embedded for all employees, which has resulted in our workplace being more family friendly and therefore in more women joining the organisation. At this stage, however, women still remain underrepresented in trade roles at Transgrid and across the industry.

2. Imbalanced representation of women at different levels across the organisation

Increasing the number of women in leadership positions and the representation of women overall have been key elements of Transgrid Groups's gender strategy. Whilst we have increased our overall number of female employees as well as our number of women in leadership positions, there is a higher representation of women across non-manager positions. This results in a lower median salary for women compared to men, driving our median pay gap.

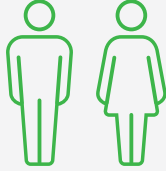


Addressing the gender pay gap

We have been consciously working to improve gender equity outcomes in our organisation, implementing strategies and initiatives to drive change and provide genuine pathways for all of our people.

Leadership

Achieved gender balanced executive team



Talent pipeline

51% female graduate intake for 2024



Domestic violence support

15 days of paid leave for domestic and family violence matters



Parental leave

Improved parental leave policy: 20 weeks paid parental leave for parents of any gender taking on primary carer responsibility



Increased the uptake of primary carer parental leave by men: Men represented 55% of those taking primary carer parental leave in the WGEA reporting period

(See case study 2 page 7)



Flexibility

Embedded hybrid ways of working across the organisation



Increased the number of men accessing flexibility and part time work – men make up 21% of our part-time workforce

Equal pay

Conduct a rigorous annual remuneration review to ensure pay equity and to mitigate for any biased decision making



Career pathways

Appointed women to 34% of manager roles and 33% of all non-manager roles during the WGEA reporting period (including internal promotions)



Created pathways to trade and industry career opportunities for women and increasing the talent pipeline through our 'Pre-apprenticeship Program for Women' and scholarships

(See case study 1 page 7)



Inclusive culture

Achieved accreditation as a Family Inclusive Workplace and LGBTQI+ inclusive workplace.



Well established employee-led networks driving gender equality, LGBTQI+ inclusion, positive mental health, First Nations connection and broader inclusivity and diversity initiatives



Case study 1: Building employment pathways with the Pre-apprenticeship Program for Women



“At the time I was still in high school. I’d always wanted to do a trade because I’m definitely more of a hands-on person and school wasn’t for me. The program definitely opened up opportunities.”

- Janika Walsh, Pre-Apprentice Program for Women

To create accessible career pathways in electrical trades for women, we launched the Pre-apprenticeship Program for Women in 2022. The program, specifically available for women aged 16 years and over, covers three subjects over seven weeks and can be used as credit towards a Certificate III in Electrotechnology - Electrician.

This year, we welcomed Janika Walsh to our full apprenticeship program, following her completion of the 2023 Pre-apprenticeship Program for Women.

On joining the program, Janika says “At the time I was still in high school. I’d always wanted to do a trade because I’m definitely more of a hands-on person and school wasn’t for me. The program definitely opened up opportunities.”

Talking about the experience of the Pre-apprenticeship Program, Janika says “I think one of the biggest barriers for me was gaining the confidence to ask lots of questions and learning its okay to make mistakes.”

Case study 2: Supporting access to parental leave for all parents



“It has been so beneficial for our family to have that flexibility as without that support from Transgrid, my wife wouldn’t have been able to return to work and continue her career.”

- Mitchell Coppock, Field Coordinator

While it is essential to create equal opportunities for women in the workforce, we can’t achieve true gender equity without men’s equal participation at home.

In 2022, we introduced 20 weeks of paid parental leave for all employees taking on primary carer responsibility, regardless of their gender.

Additionally, our reason-neutral flexibility policy allows our employees to take parental leave on a flexible part time basis.

Field Coordinator Mitchell Coppock has been taking parental leave 2 days a week while his wife returned to work.

Of the offering, Mitchell says “It has

been so beneficial for our family to have that flexibility as without that support from Transgrid, my wife wouldn’t have been able to return to work and continue her career.”

Li-Wen Yip, Energy Transition Specialist, has been working part time since his son was born, and says “I think it’s really a win-win situation...it means that we’re sharing our responsibilities for child care and domestic work and earning income.”



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- Li-Wen Yip, Energy Transition Specialist

Next steps and actions

We are committed to continuing to drive gender equity at Transgrid, and we recognise that this is an ongoing journey. We seek to build trust in the sector as a safe, inclusive, and positive career choice for women, challenging gender stereotypes so that we may attract and retain talent from across 100% of the population

There are several key actions that we are taking to accelerate gender equity outcomes in our organisation:

1. Continue to increase leader awareness of gender bias at all stages of the employee life cycle.
2. Continue to grow the early career pipeline of talent through our apprenticeship, scholarship and graduate programs.
3. Foster an inclusive culture by continuing to engage male allies, ensuring the benefits of gender equity are understood and experienced by all our employees.
4. Increase the depth and range of gender data collected to more clearly measure and identify areas for action.





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