

DGL Group – Gender Pay Gap Analysis - Employer Statement

At DGL, we are committed to working towards a more fair and equitable society by addressing the concerns around the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

It is important to note that the industries that we operate in are male dominated which is reflected within our workforce. However, we are committed to recruit/promote based on suitability for the position based on knowledge, skills, and experience. We do not differentiate between gender and ensure that all new appointments, promotions, salary increases are based on required knowledge, skills, and experience.

The median gender pay gap for total remuneration within our organisation is caused due to the nature of work that we perform. Our blue-collar workforce (being most of our employees) is dominated through male representation. The blue-collar workforce attracts overtime, penalties, and allowances which therefore leads to a higher gender pay gap in the form of total remuneration. We are committed to boost female representation within such roles where possible, but this is subject to the availability of females within the labour market to fulfil the roles that our operations require.

The median gender pay gap for base salary within our organisation is in favour of women. It is important to note that females within DGL Group are employed primarily in clerical/administrative roles. This is due to the types of roles that women have applied for/showed interest in within the organisation. The median base salary is in favour of women due to the common all-inclusive salary pay structure for such roles. These roles do not often attract overtime, penalties, and allowances and therefore are represented through a higher median base pay rate instead, consistent with market rates and award requirements for such roles. In contrast, the pay structure of our blue-collar workforce reflects a median base rate which is lower due to market and award rates for such operational roles, resulting in a median base salary gender pay gap in favour of the clerical/administrative roles, which are currently mostly fulfilled by females within the organisation.

The gender gap is also caused by us having a lower proportion of females in senior leadership roles. We aim to continue to boost female representation within senior leadership roles but wish to reiterate that all our recruitment and promotional activity is based on required skills, knowledge, and experience specific to the position/role.

We are also committed to developing specific policies/strategies to address each of the gender equality indicators. This will support DGL's overall focus to address the gender pay gap within the organisation, hence contributing to an equal and fair society for all.

We understand the importance of reducing the gender pay gap. We recognise that this will be a challenging journey and will take time, however we are committed to the cause and look forward to making positive changes in the short- and long-term future.