

## Hutchison Ports Australia: Commitment to Gender Pay Equality and Progressive Action Plan

At Hutchison Ports Australia, we are committed to improving gender pay equality. We understand the importance of fostering a diverse and inclusive workplace, and we are actively taking steps to address and reduce the gender pay gap within our organisation. Our approach is multifaceted, focusing on increasing female participation in the stevedoring industry wherever possible and ensuring equitable career progression for our team members.

### Gender Pay Gap: Year-on-Year Analysis and Context

- **2021:** WGEA identified a gender pay gap of 14.2%. This gap was reflective of the industry's historical gender imbalance and our workforce composition at the time.
- **2022:** Through dedicated efforts, the gap was reduced to 8.4%. This improvement was a result of our targeted initiatives to attract and retain more women in our workforce.
- **2023:** We further decreased the gap to 6.8%. This continued progress is a testament to our ongoing commitment to improve gender pay equality.

### Drivers of the Gender Pay Gap

The primary driver of our gender pay gap is the increasing female participation in a traditionally male-dominated industry. Under our Enterprise Agreement, progression into higher-paid, permanent full-time roles and more skilled positions is based on tenure and time in role. Consequently, it takes time for new female recruits to transition into these higher-paid roles. However, we are focused on accelerating this progression wherever possible.

### Action Plan and Future Commitments

1. **Annual Salary Reviews:** We will conduct yearly reviews of salaries for corporate team members to review wage parity. This process is crucial in ensuring ongoing commitment to improving gender pay equality.
2. **Attracting Female Talent:** We will continue to build on our strength in attracting more female team members into the stevedoring industry. Our recruitment strategies will remain focused on inclusivity and equal opportunity.
3. **Training and Development Opportunities:** Hutchison Ports Australia is committed to promoting training opportunities for our female team members. These initiatives are designed to facilitate their transition into higher-paid roles where possible, thereby closing the gender pay gap.
4. **Fast-Tracking Progression:** Wherever possible, we will fast-track the progression of female employees into roles that offer higher pay and greater responsibility. This approach not only benefits our team members but also contributes to the overall diversity and skill set within our organisation.
5. **Continued Monitoring and Evaluation:** We will regularly monitor and evaluate the effectiveness of our strategies, making necessary adjustments to ensure we are on track to improving our performance in this area.

In conclusion, Hutchison Ports Australia is committed to reducing the gender pay gap. Our approach is comprehensive, addressing the current challenges while laying a strong foundation for a more equitable future for women in the stevedoring industry. We believe that through concerted effort, we can create a workplace that truly reflects the values of diversity, equity, and inclusion.