

Employer Pay Gap Statement

We are committed to closing the gender pay gap

SMEC welcomes and supports the Australian Workplace Gender Equality Agency's (WGEA) release of gender pay gap data. Without open and transparent sharing of data, we cannot work together as an industry and national workforce to create the change needed.

We acknowledge that SMEC has a gender pay gap and we have been tracking our pay gap since 2018. It's an important aggregate measure of our progress and one of the data sets we use in deciding how we target action on gender equality. The median pay gap data does not represent a 'like for like' pay gap in our organisation between a male and a female in the same role, but the collective gap across our organisation.

We know why SMEC has a gender pay gap, driven by factors within our organisation, within our industry and societal structures.

We have significantly fewer women in our workforce and in senior leadership positions. Our pay gap will not change until this is changed. We're responsible for our recruitment, retention, and promotion of women in our organisation and have implemented several strategies to create a more gender inclusive workforce.

We also know that fewer women choose engineering, science, and other STEM careers, so we are working with industry, schools, and universities to challenge stereotypical gender roles, norms and careers and show the value women bring to our industry.

SMEC has been a member of the Consult Australia Champions of Change Coalition since 2016. The experience of the Coalition is that organisations cannot close gender pay gaps on their own. It's a generational challenge and change will only come through collective efforts to confront gender roles and norms that underpin perceptions of suitable careers for particular genders and the division of household duties and caring. We're proud of our participation in the Champions of Change Coalition and the momentum of progress being built in our industry.

As a business, we are proud to be recognised by WGEA as an employer of Choice in Gender Equality (EOCGE), a citation we have held since February 2020. We are committed to creating an inclusive, flexible, and diverse workplace, and we know we still have a long way to go.

Our actions to close the gender pay gap

In 2021, we released our strategy on "Creating an inclusive, flexible and diverse workplace". This outlined our vision to be recognised as a flexible, inclusive and diverse employer whose culture creates a sense of pride both individually and collectively. We committed to this vision because:

- We care about our people and their families;
- We care about our clients and the communities we partner with to do business;
- An environment where everyone feels trusted, safe, confident, valued and understood matters to us;
- We aim for 'unity in diversity'.

As part of this strategy, we take action through four measured, key focus areas:

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What is an employer gender pay gap?

Employer gender pay gaps reflect the overall uneven distribution of compensation in an organisation, driven by the fact that women and men are not performing comparable roles or have comparable levels of seniority within organisations - as opposed to not getting paid the same for comparable roles.

- Leadership accountability,
- Talent pipeline,
- Building capacity, and
- Flexible, inclusive and diverse people practices.

While we know we have much more that we need to do, here is an overview of the actions we have taken to address gender equality at SMEC Australia.



Shared Care Parental Leave Model

In 2023, we introduced a "shared care" Paid Parental Leave offering of 18 weeks, available to all employees regardless of gender and whether they are a primary or secondary carer. This is to assist in bringing about change by breaking down gender norms around caring responsibilities.

We introduced superannuation on both paid and unpaid Parental Leave for up to 12 months to assist with minimising the "superannuation gap".

We removed tenure requirements to access Paid Parental Leave and any repayment requirements on employee resignation so as not to inhibit potential for career advancement.

We have worked to normalise men taking Parental Leave by regularly sharing and positively reinforcing case studies of our male employees who have taken parental leave.

The uptake of parental leave by men has increased by 12.2% from the 2021-22 to 2022-23 reporting period.



Flexible Working for All

Flexible working is actively promoted throughout SMEC to all team members regardless of family carer responsibilities. A variety of platforms are utilised to promote flexible working and intentionally highlight the variety of reasons that employees might undertake a Flexible Work Agreement (FWA).

We are normalising flexible working by promoting employee case studies, which helps to dispel any misconceptions around flexible working.



Cultivate Sponsorship Program

The Cultivate Sponsorship program is a key initiative promoting the development of female leadership at SMEC. It was first run in 2020 and 33 female leaders in SMEC Australia have participated to date.

Cultivate connects our female leaders with a sponsor in the Senior Executive Leadership team, with the aim to accelerate them into the next level of leadership positions. Working with their dedicated sponsor, the participants are supported by in person workshops, online learning modules and virtual interactions, to share knowledge and learnings and establish stronger relationships that have contributed to advancing their careers.

67% of 2021 participants in Cultivate subsequently experienced vertical career progression.



Inclusion & Diversity Committee

The ANZ Inclusion and Diversity Committee (IDC) is an employee driven committee, with team members from across the organisation volunteering to help champion inclusion and diversity at SMEC. Established in 2018, the role of the ANZ IDC is to advise our senior leadership and contribute to SMEC's inclusion and diversity initiatives, activity and investment and to champion, identify and address inclusions and diversity priorities.

Additionally, SMEC's parent company, Surbana Jurong Group, has introduced the Equity, Diversity, Inclusion and Belonging Council of Excellence. EDIB is a significant step forward in our commitment to create a globally diverse, inclusive and highly engaging workplace culture. This Council is a pivotal addition to our organisation and will work with our leaders across the Group on strategies to foster a culture where everyone belongs and thrives.



Review of Salary

We regularly review systematic and societal salary discrepancies with a gender lens. Since 2018, we have undertaken an annual analysis of Gender Pay Equity with a commitment to reducing the Gender Pay Gap.



Partnerships with Education Institutions

We partner with TAFEs and Universities across Australia to improve the career pathways for female students into the engineering and STEM industry.



Gender Targets

We apply gender targets for our workforce, leadership programs and succession planning. This is supported by recruitment strategies by Hiring Managers and the recruitment team to enhance gender composition and a commitment to have female representation on panels for senior level roles.

In 2021-2022, SMEC increased female participation in the ANZ Leadership Development Program so that 54% of employees participating were female.

Additionally, SMEC made an active effort to increase participation of part time employees in our leadership program, resulting in a 100% increase on the previous year of part time employees participating in 2021-2022.

From a Board perspective, SMEC Australia Pty Ltd, a significant wholly owned subsidiary of SMEC, implemented a 30% female director target in September 2021 and reached 50% female representation in 2023. The Board of Australia is responsible for formulating SMEC Australia's strategic direction and maintaining good corporate governance.

SMEC was acquired by a Singapore domicile company, Surbana Jurong Private Limited, in 2016. The Surbana Board has a formal policy for board renewal and succession. This policy seeks to ensure that there is a balance and mix of skills, knowledge, experience, age and gender and other aspects of diversity.

In 2023, Felicity Harris, Director – Finance, ANZ was appointed to the SMEC Australia Board, bringing female representation on our Board to 50%.



Inclusion & Diversity Survey

We conduct a biennial Inclusion and Diversity survey, to identify, understand and address real or perceived gender equality issues within the business.



Family & Domestic Violence Leave

In 2023, we increased SMEC's Paid Family and Domestic Violence Leave to 20 days per year, which is double the statutory requirement of 10 days



Training

SMEC provides mandatory training to all employees on critical topics such as gender equality in the workplace, managing flexible work arrangements and sexual harassment. Unconscious bias training is also made available to all employees.



Specialist Resources

SMEC is currently recruiting for a specialist resource to drive Equality, Diversity, Inclusion and Belonging (EDIB) initiatives and action in our organisation.

We look forward to continuing to work across our organisation and our industry to challenge gendered norms, empower women to pursue a fulfilling career in engineering and STEM and make lasting change on these key structural challenges, such as the gender pay gap.