

ALSTOM *Employer Statement* Feb 2025

Gender Pay Gap in Australia

LEARN ABOUT GENDER PAY GAP AND ALSTOM'S APPROACH TO CLOSING THIS AND REALISING GENDER EQUALITY

At Alstom ANZ, we are committed to achieving gender equality across our organisation. For years, we have been conducting demographic analyses to better understand our workforce and our pay equity gap. We have actively participated in Workplace Gender Equality Agency (WGEA) reporting activities. Our commitment to gender equality is deeply ingrained in our company values and proactive approach to [DEI](#), which we proudly uphold in ANZ and worldwide.

Our senior leadership team routinely challenges their perspectives on gender equality while identifying the drivers and benefits of achieving gender parity. The significance of this work cannot be understated. Through our regular discussions, we are uncovering and addressing the inherent barriers to gender equality. We are continuously exploring the impact, progress, and effectiveness of our efforts towards building a more inclusive workforce.

At Alstom ANZ, our current median total remuneration gender pay gap is 2.9%. Whilst this is a better than our benchmark industry comparison of 8.6% (Manufacturing – Transport equipment) and the National 'all industry' benchmark of 18.3% we recognise that this gap exists and is therefore instrumental in driving targeted change and improvement at all levels of Alstom. The pay gap is influenced internally by two main factors, a significantly lower proportion of women working in blue collar shift-based roles, which attract penalty rates and overtime payment and women's salaries that are lower than men for comparable sized roles (by grade level) in mid-management levels. We have been considering how our actions over the last period has been received and if there has been tangible impact. We have been taking concrete steps to address this issue, including proactively recognising and addressing barriers to pay equity whenever pay decisions are made.

This action is also supported by the diligent application of our total reward approach to salary review as a proactive way of consistently addressing pay equity. We also have implemented a dedicated gender equity budget to correct historical inequities. These elements are delivering incremental improvements towards pay equity. Our total reward approach also aims to enforce a consistent approach to determining new hire remuneration within a gender-neutral process and when progressions and promotions take place for talent movement internally as well.

As part of our "Mind The Glass" action plan, we have been stepping up our attraction, development, and retention activities aimed at improving the representation of women in our business - particularly in managerial and senior leadership roles. This action plan includes people manager education to highlight bias and to ensure gender equity approaches to progression within our company and when hiring decisions are made. "Mind The Glass" is an important component of our Gender Equality Strategy which aligns with the six indicators defined by WGEA and ensures that we continue to monitor our progress towards building workplaces that reflect the values of gender equality and inclusivity. Additionally, because of our lagging representation in trades and operational roles, we have in the last 12 month sought out more opportunities to engage with 'Women in Trades' organisations and programs and conducted school, TAFE and University outreach to work with education partners where we see a long-term pipeline plan is needed. We hope to see impacts of this over the next one to two years and beyond.

We have been benchmarking and evaluating our focus activities against external assessments, such as the WGEA diagnostic tool and Work180 DEI Assessment, under which we are an Endorsed Employer. These assessments offer invaluable insight into the main focus areas to effect change. We have a long way to go, but we remain committed to achieving our goals by highlighting the importance of transparency, accountability, and effective dialogue.

While we acknowledge the work ahead of us, we believe that collaboration with partners in the rail sector like Australasian Rail Association and National Transport Commission is critical to fostering gender equality, not just within our organisation but throughout the wider rail industry. We are committed to maintaining our focus and unwavering efforts on bridging the gender gap, not just for this generation, but for generations to come.

At Alstom ANZ, our unwavering determination to close the gender gap and create a diverse and inclusive workforce will continue to drive meaningful progress for everyone across our business.

FOR MORE INFORMATION
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