

## 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 7.9% and -8.2% in median base salary gender pay gap. The 2024-2025 gender pay gap has widened when we review the total remuneration indicator. This is down to two factors. Firstly, men, which represent a far higher population of our frontline workforce than women, were able to record extra overtime payments further increasing the pay gap. Secondly, a higher percentage of our female population (vs male %) qualify for Alstom bonus payments and such payments were lower than previous bonuses for 2024-2025.

While having strong female representation in senior positions that qualify for bonus payments is a strength, it does mean that fluctuations in the global bonus scheme may continue to impact our pay gap year. We are pleased to see that despite an increase our pay gap for this year we continue to track favourably versus benchmark industry comparison median total remuneration gender pay gap of 10% (Manufacturing – Transport equipment) and the National 'all industry' benchmark median total remuneration gender pay gap of 16.4%. Our pay gap continues to be influenced by a significantly lower proportion of women working in blue collar shift-based roles, which attract penalty rates and overtime payment as well as women's salaries that are lower than men for comparable sized roles (by grade level) in mid-management levels. Actions we have taken have created a tangible impact on base salary gender pay gap, especially within our mid level roles inhabited by women, where we have been proactively taking action to reduce the gap, including proactively recognising and addressing barriers to pay equity whenever pay decisions are made.

To provide further context, our total reward approach to salary review is a proactive way of consistently addressing pay equity. We continue to have a dedicated gender equity budget to correct inequities, delivering incremental improvements towards pay equity. Our total reward approach aims to create consistency in determining new hire remuneration within a gender-neutral process and when progressions and promotions take place for talent movement internally.

As part of our "Mind The Glass" action plan, we have been stepping up our attraction, development, and retention activities to improve the representation of women in our business, particularly in managerial and senior leadership roles. This action plan includes people manager education highlighting bias 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 year 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 are 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 so are proud to be a founding signatory of the ARA Rail Equity Charter demonstrating our commitment to maintaining efforts on bridging the gender gap, not just for this generation, but for generations to come.

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