

27 February 2024

## WGEA Gender Pay Gap Statement

With more than 30,000 people across our organisation spanning a diverse range of blue- and white-collar roles, Downer continues to work on breaking barriers and ensuring all our places of work are diverse, regardless of the role or location.

We value all our people, and we're actively working towards ensuring we address the gender pay gap across our organisation. We recognise the on-going work we need to do in this space and give our full commitment to achieve results as we continue to focus on our Inclusion and Belonging Framework, by:

- **Conducting regular salary reviews of roles across all the industries we operate in** to ensure remuneration is consistent with our objectives.
- **Ensuring all policies and practices are regularly reviewed** and updated to ensure they are free of any biases, prejudices and barriers that may contribute to pay disparities.
- **Equipping everyone at Downer to be champions of a bias-free workplace** by providing training to build awareness.
- **Providing equal access to career progression** by ensuring access to development opportunities, capability and development, fair and equitable recruitment practices, and a safe and inclusive workplace at all times.

With the full commitment of our Executive leadership and our people, we will continue to do the work and take action to reduce inequalities. Further information on Downer's commitment to Inclusion and Belonging can be found in our annual [Sustainability Report](#).