

WGEA Gender Pay Gap Reporting – Employer Statement

DSI Underground Australia Pty Limited (including our related business units) are fully compliant with all relevant legislation and committed in our duty to workplace gender equality and reporting our Gender Pay Gap information.

As outlined by the Workplace Gender Equality Agency (WGEA), the Gender Pay Gap is an analysis of the difference between the average total remuneration of men and women across a workforce. From 2024, employers who are required to complete WGEA annual reporting, must also comply with regulations on gender pay gap reporting.

DSI Underground is one of Australia's largest manufacturer & supplier of specialist strata reinforcement & support products to the underground coal & metalliferous mining and tunnelling sectors; the manufacturing industry in which DSI Underground operates is very heavily male dominated. Our data therefore shows a very low percentage of female employees (approximately 11.85% of the workforce at the time of our 2023 WGEA Report). Our gender pay gap is a result of this as well as the highest paid positions within our organisation are occupied by males (for example, our Leadership Team is 10% female and 90% male); as well as our blue-collar production worker positions that attract penalty rates with hourly pay structures are filled almost all by males (production worker positions represent 54% of our total workforce headcount).

A gender pay gap does not mean that there are equal pay issues, our analysis indicates that differences stem from the number and distribution of women within our workforce.

Actions DSI Underground are taking to close our gender pay gap and improve our diversity, equality and inclusion, include, we:

- Drive initiatives that will enable us to create a more diverse and inclusive workplace such as our Diversity & Inclusion Strategy and targets.
- Encourage career development across genders and seniority levels of the organisation through internal and external training and development.
- Support requests for flexible working including with working parents and those returning to work after parental leave.
- Reward staff fairly within an incremental pay system that provides equitable progression for male and female with policies in place that support gender equality.
- Have recruitment, selection and promotion processes that aim to ensure that the most suitable candidate is chosen for a position, and that all applicants receive fair and equitable treatment free from bias during these processes.
- Continually review our human resources and people related policies to ensure they are non-discriminatory.
- Conduct Recruitment Training (including unconscious bias) for all Hiring Managers to assist with removing bias, potentially disadvantaging underrepresented groups.
- Have an enhanced Parental Policy (which includes employer-paid parental leave and benefits) in the aim that it will become an effective tool in encouraging more women to apply to our organisation, contributing to making our workplace a more diverse and inclusive place.

- Have an Employee Referral Program which includes additional benefits for referrals of women and other minority groups.
- Have commenced conducting annual Diversity, Equality and Inclusion Training (including cultural sensitivity) for all employees.
- Continue to seek out and implement additional actions towards improving diversity and equality, not limited to improving our representation of women, demographic spread of our workforce, and closing the gender pay gap.

DSI Underground are fully committed to promoting and growing equality and diversity, and working inclusively. As we continue to grow, we aim to have the most talented employees with diverse backgrounds, cultures, perspectives, and experiences to support our innovation and development.

This statement confirm that the published information is accurate at the time of writing and is signed by:



Derek Hird

Regional Chief Executive Officer APAC
DSI Underground Australia Pty Limited