

TRANSMAX GENDER PAY GAP EMPLOYER STATEMENT

Our commitment

Transmax is committed to fostering a culture of equity, diversity and inclusion that supports all our employees. This commitment extends from initial recruitment to employment, into promotions and development opportunities and covers all employees, including executive management. It is also reflected in our business’s Strategic Plan, and underpinned by our core values, which include respect and integrity.

By identifying and focusing on actions to address gender inequity, we believe that we are all accountable for accelerating the change and progress necessary across not only our company, but across the wider technology industry.

Understanding our data

Transmax reports annually on our workforce analytics and remuneration pay gaps to the Workplace Gender Equality Agency (WGEA). The gender pay gap measures the difference between the average earnings of men and women, irrespective of role or seniority – this is often referred to as an unadjusted pay gap.

The gender pay gap measures the difference between the average earnings of men and women, irrespective of role or seniority – this is often referred to as an unadjusted pay gap. For the 2023-24 reporting period (1 April 2023 to 31 March 2024), WGEA has determined that Transmax’s Average (mean) total remuneration gender pay gap is 3.8%. This is a notable improvement on the results from the previous year where the gap was 7.7% (refer to Figure 1).

All employees	2021-22	2022-23	2023-24
Average (mean) total remuneration	13.6%	8.7%	3.8%
Median total remuneration	20.8%	7.7%	3.6%
Average (mean) base salary	13.6%	8.7%	3.8%
Median base salary	20.8%	7.7%	3.6%

Figure 1

Our gender pay gap is not a result of equal pay issues. We conduct annual pay equity audits, which compare salaries and earnings across similar roles and levels from male to female counterparts.

We confirmed that Transmax employees doing like-for-like work are paid equitably.

The gender pay gap can be attributed in part to our workforce composition having a lower proportion of females, with 74% male, 25.5% female and 0.5% not declared. Additionally, our Upper Middle Quartile gender composition demonstrates the highest degree of disparity, being 80% male and 20% female, and represents an opportunity for Transmax to continue its commitment to increasing the ratio of women in senior management roles (refer to Figure 2).

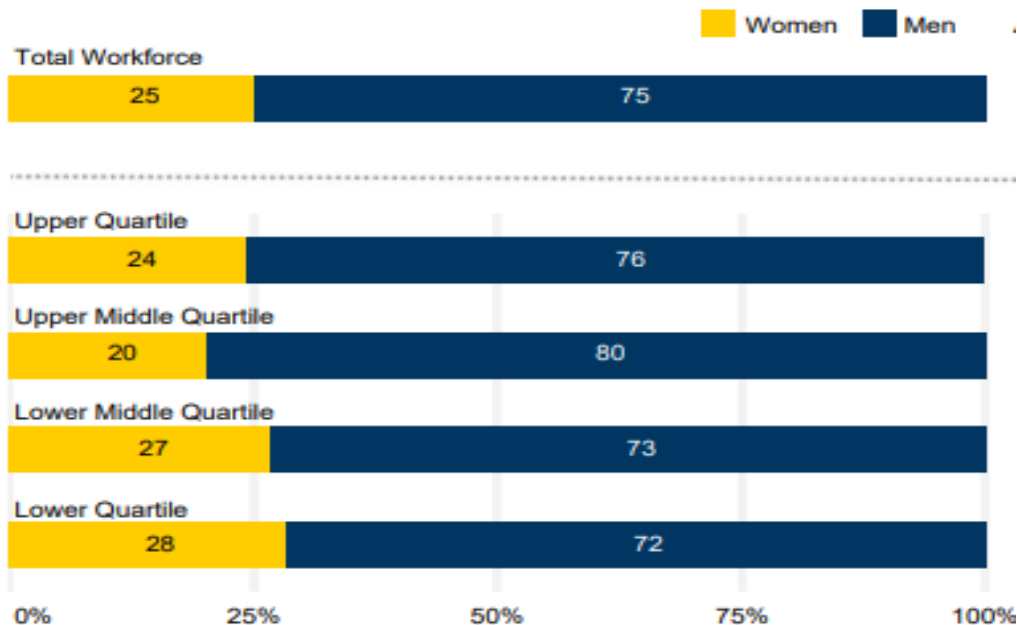


Figure 2

The technology industry continues to be heavily male-dominated in some job disciplines, with female representation on average holding 29% in Science, Technology, Engineering and Mathematics (STEM). We recognise that women have been historically underrepresented in STEM, both at university and within the workforce. Despite the percentage of women in our organisation, our gender pay gap of 3.8% is significantly below the industry comparison of 16.1%.

While pay equity remains our focus for measuring equitable pay outcomes, we are committed to reducing the unadjusted pay gap through efforts to increase the representation of women in our technical and senior roles. We have engaged with several external bodies to support us in increasing female representation to ensure a diverse organisation which offers a truly inclusive and equal place to work.

Having an inclusive and diverse workforce is a competitive advantage in our industry. In addition to our commitment to increasing female representation in our company, Transmax is striving to build a diverse workforce with representation from First Nations people, people with disability, people from diverse cultural and linguistic backgrounds, mature age workers and the LGBTQIA+ community.

We are committed to ensuring our recruitment practices are inclusive and focus on an individual's skills, industry experiences, and other attributes such as communication, teamwork and adaptability to make a successful hire into our company. We are committed to having a skilled employee base that delivers high-quality services, and offer substantial support for continued learning and professional development.

Actions to address the gap

Transmax recognises that addressing the gender pay gap is important and requires commitment and support across all areas of our business.

The following items outline our primary focus:

1. Annual remuneration equity reviews

Transmax undertakes a comprehensive annual remuneration review process. This includes sourcing external market data, considering internal peer relativities and undertaking gender comparison.

We brief all decision-makers at the commencement of the review process, including sharing benchmarking practices to ensure we continue to move towards closing the gender pay gap. Final reviews are submitted to the Transmax Executive team and Board to ensure transparency and accountability.

2. Attraction, recruitment and retention

Transmax is committed to finding the best talent for an available role based on the overall suitability of the individual's skills and relevant experience to remain free from systemic gender bias and discrimination. With this in mind, we are actively working to attract and retain a more diverse workforce, including a greater percentage of women, by eliminating gendered language in job advertisements to increase female participation and application rates, as we firmly believe this is integral to our company's continued success.

In the past 12 months, we have either joined or renewed memberships with external bodies, including Women in Digital, Women in Technology and Work180, to continue our journey of inclusion, ensure transparency for potential job applicants, and provide mentoring opportunities for our existing talent to support their continued career progression.

We will continue to provide equal opportunities for professional development, promotions, and career growth for all our people, based on merit and qualifications.

3. Benefits for all Transmax employees

Transmax offers a broad range of employee benefits including:

- 8 weeks' employer-paid parental leave for all eligible parents (as from 1 July 2024)
- Hybrid working model with a target of 2 days per week office presence
- Flexible working hours to facilitate work/life balance
- Uncapped professional development opportunities for all permanent employees
- Funded Employee Assistance Program appointments
- Flexible Public Holidays and gifted Annual Leave days
- Financial wellness partnership
- Industry mentoring programs

4. Leadership and empowerment

Leadership and empowerment are important in remediating our gender pay gap. In 2024, we introduced a Board sub-committee, the Remuneration & Nomination Committee, to provide leadership and oversight in addressing any remuneration inequity of senior executives and employees.

We will continue to promote an inclusive culture that values each individual's perspectives and observations, where our employees feel empowered, heard and respected so they can deliver their best each day. We will continuously refine and review our internal procedures which support our company policies to ensure they promote equality and fairness.

Next steps

We have come a long way, but there is more work to be done. Transmax is proud of the progress we have made and is committed to creating and maintaining an equitable and inclusive workplace. This is reflected in our corporate strategy and policies.

We will continue to share our journey and learnings along the way.

Iain Denholm

Iain Denholm
Chief Executive Officer
Transmax Pty Ltd