

Gender Pay Gap Employer Statement

Coal Services is committed to fostering a workplace culture that promotes gender equality and diversity at all levels of the organisation. We believe that a diverse and inclusive workplace not only strengthens our company but also drives innovation and enhances overall performance. We are proud to submit our employer statement to the Workplace Gender Equality Agency (WGEA) as part of our ongoing commitment to transparency and accountability in promoting equality in the workplace.

We recognise that due to the equality challenges and difficulties we encounter within the industry we operate and support (the coal mining industry), our gender pay gap average is higher than the all-industry average.

Coal Services employs a majority women workforce. Despite this, and as shown in the Gender Composition by Pay Quartile table, our lower and lower middle remunerated positions are primarily occupied by women. The lowered level positions are predominantly administration based and therefore remunerated at a lower level. Unlike the upper middle and upper quartiles which cover management positions and technical positions that require specific and extensive experience, coal mining or otherwise. It is due to the disproportionate number of women in these lower quartiles that the gender pay gap is driven high.

Furthermore, the pay gap is also negatively affected due to our upper quartile being made up of 77% male occupancy. This percentage has been caused by the extensive industry experience required for high level technical positions and management/C-Suite, which based on systemic industry trends, is predominantly held by males.

Workforce composition is a major driver in influencing the gender pay gap this includes composition of employment status, referring to casual, part-time, and full-time employment. Coal Services is proud to be a flexible workplace with significant uptake on part-time employment, with 93% of this group being women. As noted by WGEA, part-time roles are often lower paid, and considering the disproportionate gender balance in this group, may have impacts on our gender pay gap.

The higher prevalence of women in this group of employees is caused by a combination of social, cultural, economic, and personal factors such as caregiving responsibilities, gender norms and expectations, occupational segregation, workforce re-entry and work-life balance. To close this gap Coal Services supports flexible work options, including part-time employment, for all employees with the intention of encouraging a balance of work and personal responsibilities regardless of gender.

Coal Services are committed to providing opportunities for internal growth and development. Coal Services regularly provides stretch assignment opportunities by way of secondments and higher duties. During the reporting period 13% of the workforce had such an opportunity, with

63% of this cohort being women. These assignments are designed to fill a higher-level role on a temporary basis and to provide existing employees with the skills and experience to progress their career. In addition to on-the-job development opportunities, Coal Services provided opportunity for a cohort of employees to participate in a Diploma of Leadership and Management, with 65% of this cohort being female. This focus on internal development has resulted in an internal promotion rate of 4% within the reporting period with 50% of these promotions being awarded to women.

Although not directly affecting the gender pay gap, the report has allowed Coal Services to be satisfied as an employer that where men and women are employed in the same position, they are paid equally. We conduct regular pay equity audits to ensure that all employees are remunerated fairly and equitably for their work, regardless of gender.

Coal Services is pleased to see an overall downward trajectory of our gender pay gap, with a 6.2% decrease in 2 years. Despite the challenges we face due to industry and societal norms we remain dedicated to addressing and mitigating any disparities in pay and opportunities based on gender. We understand that achieving gender equality is an ongoing journey, and we remain committed to continuously improving our practices and policies to create a workplace where everyone feels valued, respected, and empowered to succeed.