

At APA, we're committed to ensuring all our employees – regardless of gender, race, sexuality, or otherwise – have equal opportunities and a level playing field in the workplace.

Our Inclusion and Diversity Strategy sets out our commitment to gender equity focusing on pay equity as a core component of that commitment.

One of the many ways we're reducing our gender pay gap is by increasing the representation of women across our workforce, particularly in leadership roles.

The Workplace Gender Equality Agency (WGEA) reported that the 2023 median total remuneration gap at APA was 19.2% (**improved** from 21.9% in 2022) and the median base salary gap was 9.3% (**improved** from 11.3% in 2022). APA is 2.4% **better than** the industry average for the median total remuneration gap, and 2.5% **better than** the industry average for the median base salary gap.

In the same period, our average total remuneration pay gap was 14.3% (**improved** from 18.1% in 2022) and the average base salary gap was 6.7% (**improved** from 10.0% in 2022).

APA's 2023 gender pay gap is driven by two key factors:

1. The representation of men and women across the roles in the APA workforce and the associated market rates of pay for each role. While we've made strong progress to increase the total representation of women across APA and specifically with senior leadership roles, there is currently a higher proportion of men in people leadership and technical roles (e.g., Engineers and Technicians) that are typically highly paid in the market.
2. There is a higher proportion of men in roles with access to overtime and allowances (for example, technical roles in Operations) which results in the total remuneration gap being larger than the base salary gap.

Over the last 18 months, we've been focused on reducing our gender pay gap by:

1. Increasing the gender representation of women at APA, including women in leadership roles.
2. Including gender representation targets in all senior leadership short-term incentive scorecards.
3. Completing a like-for-like gender pay equity review utilising a new improved job and pay framework.
4. Completing a policy and process review that considered each of the key decision points regarding pay (e.g., recruitment, promotion, annual review etc) to identify any opportunities for bias or inequities. This work aims to further future proof against pay inequity.
5. Updating our parental leave policy to remove primary and secondary carer labels, which provides all new parents at APA access to 18 weeks of paid parental leave, and superannuation on paid and unpaid parental leave, regardless of gender.

While we are proud of these initiatives and the progress we have made, we know there is more work to do. To ensure we continue to make progress towards closing the gender pay gap, APA plans to:

1. Continue to strengthen our remuneration and governance decision making processes.
2. Continue to build leader capability and awareness to mitigate the potential for unconscious bias.
3. Continue to implement systems and processes to mitigate any potential for unconscious bias and promote equity in our organisation.
4. Continue to focus our efforts on increasing our representation of women across the company and in leadership positions.

Continue to actively participate and work with organisations such as the Champions of Change Coalition to drive gender equity in APA, our sector, and Australia as a whole.

More information

For more information, email APA's Communications Team: communication@apa.com.au.