

## **WGEA - Gender Pay Gap Employer Statement (February 2024)**

Response to 2022/2023 data submission

### **BAC's commitment and approach to gender equality**

Brisbane Airport Corporation (BAC) is committed to gender equality by providing equal opportunity in respect of employment and employment conditions; building a workforce that respects, celebrates and empowers individual differences; modelling inclusive behaviours and valuing the opinions of our people.

BAC is supportive of tracking gender equality to invest in Australia's economic future and to play its part in creating an equal and fair society for current and future generations.

### **BAC's gender pay gap for 2022 / 2023**

BAC's median total remuneration gender pay gap is 14.9% for the period 1 April 2022 to 31 March 2023. This is below the median total remuneration for Industry Comparison Group (Transport, Postal and Warehousing) at 16.3% and nationally of 19%.

BAC's pay gap is attributed to an uneven distribution of male to female employment in historically male dominated fields. These include the fields of Science, Technology, Engineering and Mathematic (STEM), Property and Construction roles that are evaluated as "larger" through Korn Ferry's job evaluation methodology.

### **BAC's strengths and action plan to address gap**

#### *Looking back*

In 2022 / 2023, BAC delivered many actions to progress gender equality in the workplace. The following highlights the current strengths of the organisation in diversity, equity, inclusivity and belonging.

#### **Embedded remuneration framework to deliver pay equity for like-for-like or comparable roles**

BAC operates a robust remuneration framework founded on Korn Ferry's job evaluation and pricing methodology. Each role is assessed based on the requirements of the role, skills / knowhow, level of problem solving and accountability required to perform competently in the role. This determines the remuneration range which is linked to job pricing data provided by Korn Ferry. Each remuneration offer is independently assessed, with market and internal pay relativities considered. Further, as part of the annual review cycle, each employee's remuneration is individually reviewed and checked against same and or comparable roles to ensure pay equity.

On an analysis of similar sized roles, reference levels and industry classes, BAC is confident that the established remuneration approach produces fair and equitable outcomes for both male and female employees. BAC does not see any pay differences when comparing like-for-like or comparable roles.

#### **Delivered gender equality campaigns to raise awareness and promote inclusivity**

- Under BAC's Diversity and Inclusion Policy, BAC is committed to building a workforce that respects, celebrates and empowers individual differences to ensure that all BAC personnel, visitors and members of the public are treated with respect and dignity. The policy applies to any person working for BAC in any capacity including BAC employees, contractors, consultants, work experience students and volunteers.
- Continued diversity and inclusion awareness, education and belonging initiatives facilitated through the Gender working party of the Diversity and Inclusion Council.
- In collaboration with Melbourne Airport, Virgin Australia and Airservices Australia facilitated Australia's first flight handled end to end entirely by females. This event received significant media coverage and highlighted the numerous roles (such as included flight planning, airfield safety, baggage and ground handling, refuelling, push back and air traffic control) available to women in aviation, therefore raising awareness to join the industry. For this unique initiative, BAC and Melbourne Airport were acknowledged by Australian Airports Association (AAA) with the Diversity, Equity and Inclusion Award.
- Required all People Leaders to participate in inclusive leadership training to support diversity, equity and inclusivity.

- Engaged male allies to be agents of change, with the recent appointment of BAC's Chief Financial Officer (male) and Executive General Manager Governance (female) as co-chairs of the Diversity and Inclusion Council.

#### **Progressed opportunities to grow female representation into leadership / STEM roles**

- Delivered an emerging leadership development program (included 1:1 mentoring with the Executive Leadership Team) with 50% female participation.
- Continued to proudly wear the WORK180 badge demonstrating that BAC is an organisation that is committed to raising the workplace standards for all females. WORK180 continues to monitor and support BAC's progress in raising the workplace standards for females.
- Conducted targeted recruitment strategies for female applicants into STEM related opportunities (more recently being the appointment of two female graduates).
- Recognised as Employer of Choice at the 2023 Australian Business Awards for maximising the full potential of the workforce through established policies and practices that demonstrate effective employee recruitment, engagement and retention.
- Recognised as Employer of Choice at the 2023 Australian HR Awards judged on leadership, engagement, communication and employee benefits.

#### **Monitored and reported on gender pay gap progress**

- Continued monitoring of pay gaps, trends and identified career pathway opportunities via WGEA reporting, WORK180 assessments, the structured remuneration framework, staff engagement surveys and annual succession planning processes.

#### **Offered flexibility to promote gender equality**

- Introduction of gender-neutral language for parental leave; superannuation payment for periods of unpaid parental leave and access to parental leave for both our female and male employees (to promote sharing responsibilities and equal participation in home life).
- Provided flexible working arrangements including working remotely; flexible working hours; and varied start and finish hours (subject to operational requirements).
- Refreshed Return to Work Program for new parents.

#### **Addressed discrimination and harassment in the workplace and provided support to victims of domestic violence**

- Implemented BAC Bullying, Harassment and Unlawful Discrimination Policy: Management's position in the policy is clear - bullying, harassment and unlawful discrimination will not be tolerated by under any circumstances. This policy was recently updated and communicated with BAC workforce.
- Continued focus on the annual completion of Code of Conduct online training.
- Refreshed annual mandatory Workplace Bullying Awareness online training and the Sexual Harassment Awareness online training, with clear process for reporting incidents of discrimination and harassment.
- In addition to the legislated ten days paid leave, BAC may grant access to additional leave to support victims of family and domestic violence leave.
- Continued to offer all employees and their families access to confidential counselling under the confidential Employee Assistance Program.

#### **Created an environment where employees feel safe and respected**

- Continued focus on BAC's values of Care, Collaboration, Communication and Courage.
- Ongoing promotion of a culture of respect: BAC adopts a holistic approach to managing and assessing performance, incorporating individual performance (what is achieved) and behaviour (how it is achieved).

- Listened to employees through quarterly Pulse Surveys and implemented improvements based on collective feedback. BAC's Engagement Survey in October 2022 (in the reporting period) indicated similar high level results for engagement and enablement across both our male and female workforce.
- Monitored and acted on (as required) responses to pulse survey questions regarding '*I feel safe to raise concerns at BAC*' and '*I feel BAC always puts my health and safety first*'.
- Delivered wellbeing initiatives throughout the year to support the physical and mental health of employees.

#### *Looking forward*

As per the actions outlined above, BAC has made progress in 2022/2023 to create a more equitable and inclusive workplace and in turn, contribute positively to society. In 2024, BAC's action plan will focus on:

- Continue the momentum with the actions already commenced such as the gender awareness campaigns; leadership, mandatory workplace behaviour training; monitoring of gender pay gaps through WGEA reporting; remuneration and succession planning activities; as well as targeted recruitment strategies.
- Creation of the Diversity, Equity, Inclusion and Belonging Board to develop the 2025 to 2027 strategy.
- Code of Conduct review.
- Continue access to professional development programs where the goal is set for 50% female participation.

In conclusion, BAC has implemented several initiatives to support and encourage more female employment in STEM, project and leadership roles, commencing from the undergraduate level. BAC believes these measures will help move towards a more balanced and equitable workforce in the future. BAC remain steadfast in our commitment to gender pay equity and will continue to work diligently to close the gender pay gap.