

Brisbane
Airport

Gender Pay Gap Employer Statement 2024

Brisbane Airport Corporation

February 2025



Our 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 continues to deliver actions to progress gender equality in the workplace. This Employer Statement shares BAC's gender pay gap for 2023/24, strengths and actions to address the pay gap and well as plans for the future.



BAC's gender pay gap 2023/24

BAC's **median** total remuneration gender pay gap was 13.6% for the period 1 April 2023 to 31 March 2024, a decrease of 1.3% from the previous reporting period. The decrease observed in the median gap is evidence of a general upward shift of female earnings overall at BAC from the previous reporting period.

For the same reporting period, BAC's **median** base salary gender pay gap was 11.2%, a decrease of 0.4% from the prior year.

In comparison, the **average** total remuneration and **average** base salary both increased from the previous reporting year. This is largely attributed to the inclusion of the CEO remuneration data in 2023/24.

An analysis of remuneration practices illustrated that while a pay gap exists, the difference in pay are driven by role size, market conditions or other specific factors. BAC's pay gap is largely 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.



All BAC employees	2022–23	2023–24	Shift
Average (mean) total remuneration	15.6%	16.2%	0.6% ↑
Median total remuneration	14.9%	13.6%	1.3% ↓
Average (mean) base salary	13.5%	14.3%	0.8% ↑
Median base salary	11.6%	11.2%	0.4% ↓

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BAC's strengths and actions

BAC continues to deliver actions to progress
gender equality in the workplace



Remuneration Framework

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.

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

Gender equality campaigns

BAC established the Diversity, Equity and Inclusion (DEI) Board made up of all members of the Executive Leadership Team and chaired by the Chief Executive Officer.

BAC developed the DEI Strategy which is built on five core pillars to ensure focus of DEI goals over a three-year timeframe. Each individual pillar represents an identified area of focus for BAC based off our current progress and demographics.

Pathways



Diversity

Growing representation through investment into BAC employees and diverse attraction strategies.

Foundations



Equity

Ensuring our frameworks support inclusivity and provide cultural and diversity competency.

Unity



Inclusion

Providing recognition and appreciation for our individuality.

Belonging



Belonging

Everyone has a voice that is listened to.

Aspirations



Benchmarks

Measuring our progress to ensure we stay on track.

Gender equality campaigns

Other active gender equality campaigns launched during the reporting period include:

- The DEI Program which is centred on 4 key areas of gender, pride, culture and ability. Under gender, the goals over a 3-year program include:
 - Increase female representation in leadership roles and
 - Increase female representation in STEM roles.
- BAC continued to promote diversity and inclusion awareness, education and belonging initiatives.
- People Leaders participated in inclusive leadership training to support diversity, equity and inclusivity.
- BAC continued to promote diversity and inclusion awareness, education and belonging initiatives.



Gender equality campaigns

For International Women's Day (March 2024), Brisbane Airport in collaboration with Melbourne Airport, Virgin Australia and Airservices Australia participated in the second flight handled end to end entirely by women in aviation.

This event highlights the various roles available to women in aviation.



Gender equality campaigns

The *women only operated flight* celebrated the achievements of women in the aviation industry.

The flight preceded a networking and celebratory event with the opportunity to meet with women from various organisations that participated in the flight, as well as women from other sectors of the aviation industry.

The event supported women's economic empowerment in line with the 2024 theme of *Count Her In: Invest in Women. Accelerate Progress.*



Female representation in leadership and STEM roles

To increase female representation in leadership and STEM roles, BAC:

- Delivered an emerging leadership development program (included 1:1 mentoring with the Executive Leadership Team) with 50% female participation.
- Identified opportunities to progress females engaged in STEM roles into leadership positions.
- 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.
- Recognised for a second consecutive year as an *Employer of Choice* at the 2024 Australian Business Awards for maximising the full potential of the workforce through established policies and practices that demonstrate effective employee recruitment, engagement and retention.
- Proudly hosted a *Women in Infrastructure* event.

Flexibility

BAC provides:

- Gender-neutral language for parental leave; and superannuation payment for periods of unpaid parental leave. BAC's goal is to promote sharing responsibilities and equal participation in home life.
- Flexible working arrangements including working remotely; flexible working hours; and varied start and finish hours (subject to operational requirements).
- Return to Work Program for new parents.

Safe and respectful environment

Create an environment where employees feel safe and respected

- Refreshed BAC's Code of Conduct to include positive duty expectations and provide avenues for reporting and support. The annual online Code of Conduct training was deployed for new and existing employees to complete.
- Developed Respect at Work framework based on the Australian Human Rights Commission Seven Standards.
- 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.
- Continued to offer all employees and their families access to confidential counselling under the confidential Employee Assistance Program.

Create 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 both individual performance (what is achieved) and behaviour (how it is achieved).
- Listened to employees through Engagement Surveys and implemented improvements based on collective feedback.
- 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.

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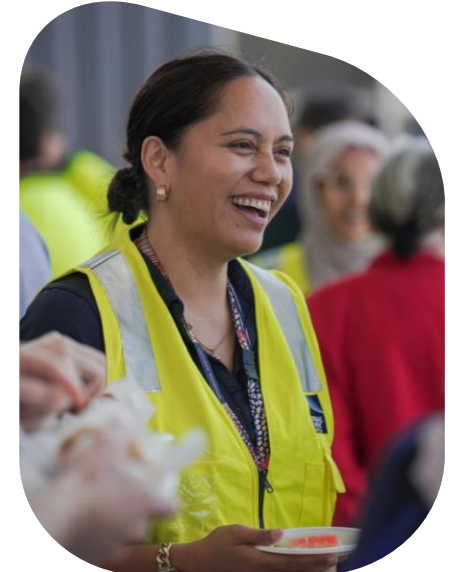
Looking forward



Looking forward

In 2024/25, BAC's action plan focuses on:

- Development of Respect at Work prevention plans.
- Deliver on DEI Program initiatives with focus on year 1 priorities, including an undergraduate program targeting positions with under representation of female employees.
- 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.
- Continue access to professional development programs where the goal is set for 50% female participation.



BAC remain steadfast in our commitment to gender pay equity and will continue to work diligently to close the gender pay gap.

Brisbane Airport

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