

NCIG Employer Statement

26th February 2024



WORKPLACE GENDER EQUALITY AGENCY (WGEA) REPORTING YEAR 2022/2023

We have world-class infrastructure and state of the art technology, with our people being NCIG's greatest asset.

We believe the excellence of our team is what sets NCIG apart. We are a lean and highly productive workforce of approximately 110 employees.

Each member of our team brings a unique blend of characteristics, knowledge, skills, perspectives and life experiences which we value and leverage to drive innovation, operational excellence and sustainability.

We cultivate a safe, healthy, inclusive and gender-equitable environment where all employees have equal opportunities for career and personal development. Employee benefits are equally accessible and utilised by men and women, this includes flexible work arrangements and NCIG funded paid parental leave.

We operate in a traditionally male dominated industry. This is reflected in our current workforce composition, being 20% female and 80% male.

We acknowledge that for NCIG to achieve a balanced gender composition, we must work harder, ensuring significant focus on initiatives to attract, retain and promote female and non-binary employees.

In the 2023 WGEA reporting period, NCIG was proud to report:

- **100%** of promotions into Manager level positions were female
- **100%** of internal appointments were female
- **47%** of external appointments were female
- **33%** of Engineering and Trade based appointments were female
- **100%** of recruitment activities had shortlisted female candidates
- **78%** of female employees received development training in FY23.

NCIG is committed to fair and equitable outcomes in all areas of employment. NCIG does not pay differently based on gender. Rather, positions are independently reviewed and categorised according to accountability, business criticality and risk. Employees are remunerated in accordance with this, and without regard to gender. All employees have access to a structured recognition program that rewards employees for achievements against agreed performance KPIs and demonstration of NCIG values and behaviours.

NCIG's average total remuneration gender pay gap as reported by WGEA is driven by two critical elements of our current workforce composition:

- 1) a higher proportion of male employees than female employees working shift rosters, attracting penalties and overtime rates; and
- 2) a lower proportion of female employees than male employees in senior leadership roles

We have a long-term action plan to increase the diversity of our workforce recognising that it will take time and persistence to break down barriers that inhibit gender balance within our industry. NCIG also experiences low employee turnover, so this also impacts the speed in which we achieve our diversity objectives.

NCIG's commitment to improving gender equality is evident in recent actions implemented to drive change. These include:

- an exemption under section 126 of the Anti-Discrimination Act 1977 (NSW) to designate and recruit up to 10 trade based and engineering roles as female only positions
- partnering with a local training company to host female trade-based apprentices
- encouraging female employee participation in internal and external leadership programs
- providing funding for local STEM programs that support and nurture the aspirations of young women pursuing careers in Science, Technology, Engineering and Maths
- setting organisational targets around shortlisted female candidates during recruitment
- conducting annual gender pay analysis in line with our remuneration review
- implementing a Diversity and Inclusion Road Map
- continuing our 'respect at work' program to ensure we provide all workers with an environment that is free from discrimination, bullying, harassment, sexual harassment and victimisation.

As a business, we are excited about the future of our industry as organisations work as a collective to enhance diversity, equity and inclusion.



Aaron Johansen
Chief Executive Officer

