

NCIG Employer Statement

21st February 2025



WORKPLACE GENDER EQUALITY AGENCY (WGEA)

REPORTING YEAR 2023/2024

At NCIG, we believe that our people are our greatest asset. Our lean and highly skilled team of around 115 employees bring a diverse array of knowledge, skills, and life experiences to NCIG. This diversity not only drives innovation and operational excellence but also supports our long-term sustainability goals.

We are committed to maintaining an inclusive workplace that provides equal opportunities for all employees. Central to this is our dedication to gender pay equity, which we recognise is critical for building a strong, collaborative workforce. Our remuneration and reward systems are designed to ensure equity at every level, recognising and compensating employees based on role requirements and performance, without regard to gender.

NCIG also provides equal access to professional development and training opportunities, in addition to a wide range of benefits such as flexible working arrangements and employer-funded parental leave.

Gender Pay Gap and Organizational Context

Operating within a traditionally male-dominated industry, NCIG's current workforce consists of 78% male employees. According to the 2023-2024 WGEA assessment, NCIG's gender pay gap for average total remuneration stands at **26.2%**. This gap arises primarily from:

- A lower representation of female employees in senior leadership roles, and
- A higher proportion of male employees in shift-based roles attracting penalties and overtime rates.

Our Path to 'Closing the Gap'

At NCIG, we are actively working towards achieving a more balanced gender representation through several key initiatives aimed at attracting, retaining, and advancing female talent. Our ongoing efforts include:

- Developing a comprehensive Diversity and Inclusion Road map
- Setting a three-year recruitment target, aiming for 50% of all new hires to be female
- Ensuring recruitment assessment panels are gender-balanced
- Encouraging female employee participation in internal and external leadership programs
- Implementing targeted recruitment programs for female apprentices
- Providing funding for local STEM programs that support and nurture the aspirations of young women pursuing careers in Science, Technology, Engineering and Maths

- Building strategic partnerships with networks advocating for women in industry
- Conducting annual gender pay analysis as part of the remuneration review
- Delivering the 'respect at work' program to promote inclusion and ensure our workplace is free from discrimination, bullying, harassment and sexual harassment.

We acknowledge that breaking down the barriers affecting gender balance in our industry will take time. Additionally, NCIG's low employee turnover influences the pace at which we can achieve our diversity goals.

In the 2023/24 reporting period, NCIG was proud to record:

- 100% of appointments to managerial roles were filled by female employees
- 100% of internal appointments were female
- 55% of external appointments were female
- 50% of internal promotions were awarded to female employees
- 83% of all recruitment activities included female candidates on the shortlist.

We believe these achievements demonstrate our ongoing commitment to creating a more gender-balanced workforce and closing the gender pay gap at NCIG. 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

