



Gender Pay Gap Report 2023-2024

ETC is committed to enhancing our employee and customer experience by promoting diversity, equity and inclusion in our workforce and through our service delivery to customers. We believe that a diverse workforce not only reflects the communities we serve, but also leads to better outcomes for our employees, customers and stakeholders.

Achieving the goals identified in our Diversity, Equity and Inclusion Strategy involves capturing, analysing and accurately reporting on workforce data, including gender pay gap data, to help us make informed decisions and drive continuous improvements.

Key Data from the WEGA Executive Summary 2023 - 2024:

- Our average total remuneration gender pay gap is 6.8%, and the median is 1.0%.
- This is the first year that ETC has included CEO remuneration as part of the WEGA gender pay gap report which has impacted the mean remuneration compared to previous years.
- ETC's workforce is comprised predominantly of women (74%) and therefore not surprisingly there is a higher concentration of women than men in all pay quartiles

Actions Taken

Over the past six months, ETC has taken the following proactive steps to reduce our gender pay gap.

- Introduced a paid parental leave policy
- Commenced recruitment for more women on ETC's Board of Directors
- Continue to undertake our own regular gender pay gap analysis to better understand the composition of our workforce and its impact on the gender pay gap

It's important to note that ETC does not pay people differently based on age, ethnicity or gender. Rather our salaries are determined based on pre-set bandwidths for roles that consider capability and experience that are also commensurate with industry pay rates. Furthermore, ETC's workforce, including Senior Management team is comprised predominantly of women.

ETC recognises that our DEI Strategy and achieving equality, at all levels throughout the organisation, requires ongoing commitment and collaboration from everyone in our organisation and we remain committed to this important goal.

Sally Petersen
Chief People, Culture and Communications Officer