

2022–23 Gender Pay Gap (Australia)

Message **from the Acting MD**

Meat & Livestock Australia's Diversity Equity and Inclusion Commitment

MLA is committed to providing an environment that respects, promotes and embraces diversity, equity and inclusion. Not only is it the right thing to do, embedding diversity, equity and inclusion into our culture supports us in providing the best service and outcomes for our stakeholders.

We are proud of the gender diversity within our organisation – more than

50% of our workforce and 42% of our senior leadership team across the organisation are women. However, we also recognise we still have some work to do to improve gender equality in the workplace and contribute to the national priority to close the gender pay gap for the benefit of all Australians.

Data correct at February 2024.



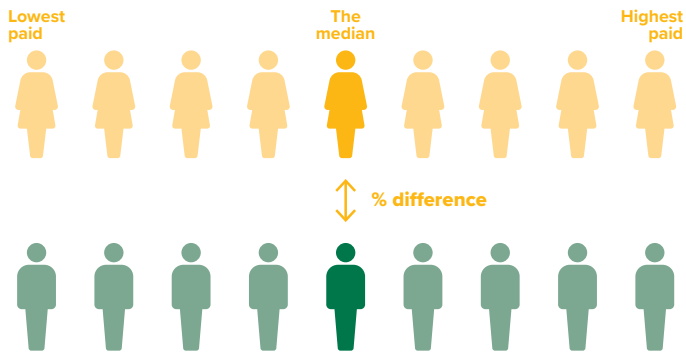
Andrew Ferguson

Acting Managing Director
Meat & Livestock Australia

What is the gender pay gap and how is it calculated?

The gender pay gap (GPG) is the difference in average earnings between women and men in the workforce.

In 2023, the national average GPG in Australia was 21.7%*



*The Workplace Gender Equality Agency's annual gender pay gap comes from an annual Employer Census of non-public sector employers with 100 or more employees.

Our results

2023 MLA Group Gender Pay Gap

18.6% average

19.5% median

The gender pay gap (GPG) shows the difference between the mean (average) and median (midpoint) earnings of male and female employees, expressed as a percentage of male employee's earnings.

The gender pay gap (GPG) is the difference between the average earnings of men and women, expressed as a percentage of men's average earnings. The GPG differs from equal pay, which is where women and men are paid the same for performing the same or similar jobs.

GPGs are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organisations, industries and the workforce as a whole.

The median is the number that falls in the middle when everyone's wages are lined up from smallest to largest. The **median gender pay gap** reflects the percentage difference in median pay between men and women.

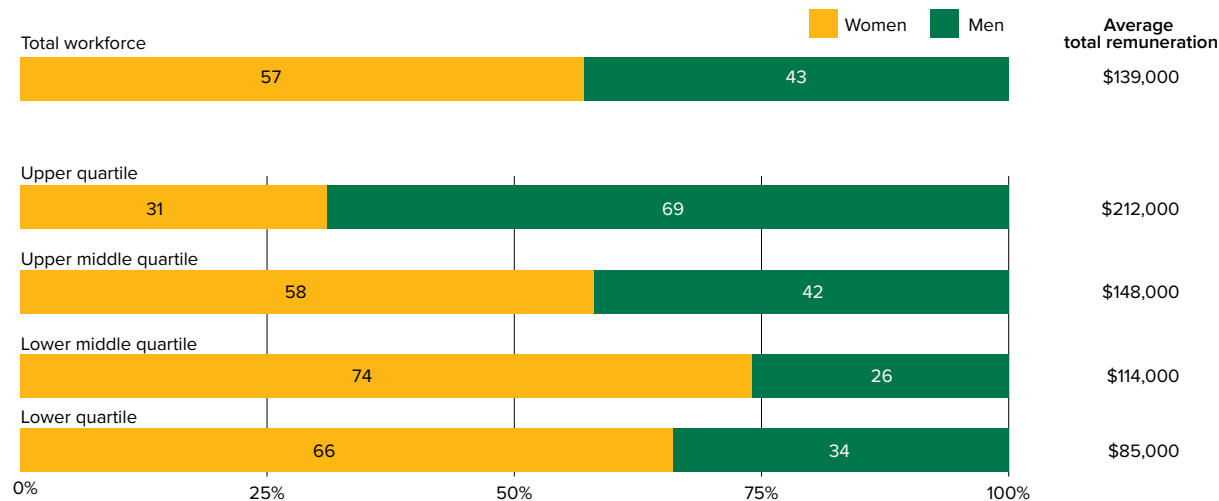
The average (or mean) is calculated by adding up all the wages of all employees and dividing that number by the number of employees. The **average gender pay gap** compares the average percentage difference in pay between men and women.

In 2023 the average GPG for MLA Group in Australia was 18.6%, which is a decrease of 1.2 percentage points from the previous corresponding period (PCP) and 3.1% lower than the national average. Similarly, the median GPG of 19.5% is 1.4% below PCP. Our mean and median gender pay gaps are trending down, but there is still opportunity for further improvement.



What do our results mean?

Gender composition and pay quartiles



Our analysis of our gender pay gap (GPG) provides us with further insights to help us understand the drivers of our gap.

Our workforce is grouped into four equal quartiles with an average total remuneration for each quartile.

The total GPG for each quartile is small (between -2% and +3%), indicating that on average, male and female staff within each quartile category are paid similar remuneration. The main driver for MLA's overall average GPG of 18.6% is the distribution of staff between the categories which is explained below.

There is currently a greater proportion of female staff in the lower quartiles (roles that are paid less) and a lower proportion of females in the highest paid upper quartile (roles that are paid more), both of which contributed to MLA's GPG. It should be

noted that female employees are well represented in the upper middle quartile, which is favorable toward the overall GPG result.

The gender composition of the upper quartile comprises of less females (31%) than males (69%), mainly resulting from a significantly lower proportion of females employed in technical and/or senior Information Technology roles (9%), which are currently in high demand in the external job market. The other key driver was the gender composition of our R&D and Marketing management positions, which tended to include more males. The lower quartiles reflect a higher proportion of female employees which include our administrative roles and R&D project managers. Whilst this contributes to our current overall GPG result, it is also encouraging that we have a strong pipeline of emerging female leaders for the organisation and industry.

MLA Group Australian workforce data correct at 31 March 2023. Excludes Managing Director and ISC Chief Executive Officer.

Areas of focus

Leadership and accountability

Respectful workplace

Flexible ways of working

Monitoring gender data

We recognise the key to our success is our people. We are committed to supporting our team members to perform at their best and we have a range of initiatives already in place, as well as others in progress in order to drive meaningful change and support equity in the workplace.

Some of these initiatives include:

- Increased focus on gender diversity in talent management
- Embedding inclusive recruitment practises
- Preventing gender-based harassment and discrimination, sexual harassment and bullying
- Support for employees experiencing family and domestic violence
- Hybrid and flexible working practises
- Paid parental leave
- A commitment to undertake ongoing monitoring of the gender pay gap and tracking data on gender composition.

