



## Alcoa of Australia

### Gender Pay Gap, Employer Statement

Alcoa of Australia (Alcoa) gender equity strategy recognises and seeks to enhance the capability of all employees to create a supportive, flexible and fair workplace. Inclusion is about acknowledging the value of individual differences and making the most of these differences in our workplace. We recognise and value the wide range of attributes, life experiences, capabilities and skills that each employee brings to the organisation. Gender equity and pay equity at Alcoa are essential tools to support our wider inclusion strategies that are embedded in all we do.

A key component of our gender equity strategy is that we are committed to an equitable and inclusive workplace where all employees are valued equally and this includes being compensated fairly, regardless of gender.

As a longstanding Employer of Choice for Gender Equality, we recognise the existence of a gender pay gap, and its detrimental impact on equality and have been proactively taking steps to address and eliminate it.

Our gender equity strategy, which includes pay equity, commits to ensuring no gender bias occurs at any point in the employee lifecycle and the remuneration review process. Our actions include:

1. **Transparent pay practices:** We ensure continued transparency in our remuneration policy and conduct regular and hot spot analyses, both internally and against market benchmarks to rectify any gender-based disparities.
2. **Equal opportunities:** We provide equal opportunities for career growth, professional development and promotions, based solely on merit and qualifications, free from gender bias, and have systems and safeguards in place to identify any biases that may exist.
3. **Awareness and education:** We provide ongoing awareness and education programs to increase understanding of gender biases, empowering our leaders to recognise and address these issues within our workplace, and to support the continued engineering out of issues from our processes.
4. **Supportive policies:** We continuously review, benchmark and improve our policies and procedures to ensure they promote fairness and equity in all aspects of the employee lifecycle, including hiring, promotions, salary reviews and benefits.
5. **Measurement and governance:** We focus on implementing measurable targets and holding ourselves accountable by regularly evaluating our progress towards closing any gender pay gap.
6. **Inclusive culture:** We continue to strive to leverage and build diverse teams and an inclusive culture which promotes a respectful and safe workplace.

7. **Focussed support and action:** Ongoing support, collaboration and focussed actions are available and promoted through the long-established Alcoa Women's Network (AWN), which has sponsorship both regionally and globally.
8. **Broader societal programs:** We have identified that a significant factor contributing to the pay gap is the inability of women to accept shift and overtime work due to caregiving responsibilities. To address this, we are actively collaborating with industry bodies, local communities, and our employees for more accessible childcare.

## **2023-2024 Gender Pay Gap Analysis**

**Background:** Alcoa of Australia has a workforce which currently includes 76% men and 24% women\*, with an average tenure of eight years for women and 13 years for men.

Our female participation has increased from 11.5% in 2013 to 19.5% in 2023 and to 24% in 2024\*, and our pay gap has remained between 7 and 10% in this period.

\*WGEA data as at 31<sup>st</sup> Dec 2023 for the WGEA 2023/24 Report

**Overall gender pay gap:** The overall average total remuneration gender pay gap (mean) across Alcoa of Australia is now 9.2%, a decrease by 0.2% indicating that, on average, men earn 9.2% more than women in our organisation. The median average gender pay gap is 11.3%, an increase of 0.1%, which is calculated as the percentage difference between women's and men's earnings at an organisation. The median describes the figure in the middle of the dataset. Identifying the middle of the dataset assists in accounting for outliers. However, our analysis also shows that our awards, incentives and bonuses are generally equal to or better for women on a proportional basis.

**Drivers of the pay gap:** Over a lifetime, drivers of the gender pay gap are societal, organisational and personal and can include time spent out of the workforce on caring duties, unconscious bias, industry, work patterns, cultural impacts and many other factors.

For Alcoa, our analysis has shown two factors are the main drivers of the pay gap. These are the impact of the payment of **shift allowances** and the **supplementary shift payments**. Our analysis indicates that without these included in our pay data sets, our current pay gap would decrease from **9.2%** to **2.5%**.

We continue to implement strategies to support the impact of these factors through ongoing analysis, reviews of pay structures, job design, work allocation and training programs.

**Alcoa of Australia Board (AoA):** The AoA Board were provided with the WGEA compliance summary documents and an in-depth analysis of our pay gap and continued strategy and actions.

**Driving Change: Actions making a difference:** Our effort to reduce the pay gap in the last 12 months, has centred on educating and raising awareness among our hiring managers about the hidden biases ingrained in recruitment practices. With the proactive dedication of our Talent Acquisition team and support from leadership, we continue to highlight and address these biases. In addition, we have a focus on shift recruitment and shift allocation. This focused effort

will continue to lead to significant and positive strides in delivering greater gender balance in new appointments and promotions, ensuring a fairer and more equitable workplace.

**Conclusion:** At Alcoa, eliminating the gender pay gap has been a focus and will continue to be, despite the complexity of the issue. I am confident we have the right strategies in place to ensure that we are fair and transparent in our remuneration policies and will continue to build an engaged, diverse and inclusive workforce at every level in Alcoa of Australia.

Signed

**Matthew Gleeson, Human Resources Director, Australia**

**Alcoa of Australia**

1 February 2025

**Addendum:**

### Alcoa of Australia by ABN and combined

Alcoa of Australia (combined)		2022-23	2023-24
Mean Total Remuneration		9.4%	9.2%
Median Total Remuneration		11.2%	11.3%
Mean Base Salary		11%	11.6%
Median Base Salary		11.2%	10.9%

  

Alcoa of Australia (exc Portland)		2022-23	2023-24
Mean Total Remuneration		10.3%	10.3%
Median Total Remuneration		11.8%	11.9%
Mean Base Salary		11.7%	12.5%
Median Base Salary		11.7%	12%

  

Portland Aluminium		2022-23	2023-24
Mean Total Remuneration		6.9%	2.7%
Median Total Remuneration		11.6%	12.1%
Mean Base Salary		8.2%	5.5%
Median Base Salary		11.7%	12.5%