



St Barbara awarded 'Employer of Choice for Gender Equality' for third consecutive year

St Barbara is proud to receive the Workplace Gender Equality Agency (WGEA) 'Employer of Choice for Gender Equality' citation for the third consecutive year.

To receive the citation, organisations are required to demonstrate how they are addressing a number of benchmarks for gender equality including leadership, learning and development, gender remuneration gaps, flexible working and other initiatives to support family responsibilities, employee consultation, preventing sex-based harassment and discrimination, and targets for improving gender equality outcomes.

St Barbara has set targets for the representation of women across the Company, as well as in leadership roles and Board representation. The Company also provides industry best practice parental leave and return to work provisions, and special paid leave for domestic violence victims.

Over the last six years, St Barbara has significantly reduced the overall pay equity gap as a result of changes in gender composition, and for many years has achieved a nil gender pay gap in like-for-like roles.

This year, more than 100 organisations were granted the citation, however, St Barbara is one of only three resource companies, and the only gold mining company, to receive the citation.

With Bob Vassie, Managing Director & CEO, a WGEA Pay Equity Ambassador since 2014, this latest citation confirms the Company's commitment to addressing pay equity and ensuring gender equality in recruitment, promotions and reward and recognition.

Bob Vassie said "I am pleased with St Barbara demonstrating that it is possible to address gender equality in what has traditionally been a male-dominated industry. As a Pay Equity Ambassador, I encourage more resource companies to participate in the WGEA Employer of Choice program."

For more details, visit

www.wgea.gov.au/lead/employer-choice-gender-equality



Investor Relations

Mr Rowan Cole

Company Secretary

+61 3 8660 1900

Media Relations

Mr Tim Duncan

Hinton & Associates

+61 3 9600 1979

St Barbara Limited
ACN 009 165 066

Level 10, 432 St Kilda Road, Melbourne VIC 3004
Locked Bag 9, Collins Street East, Melbourne VIC 8003

T +61 3 8660 1900 F +61 3 8660 1999
W www.stbarbara.com.au