



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

St Barbara is proud to receive the Workplace Gender Equality Agency (WGEA) 'Employer of Choice for Gender Equality' citation for the fifth 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. St Barbara has significantly reduced the overall pay equity gap since 2007 as a result of changes in gender composition, and for many years has maintained a nil gender pay gap in like-for-like roles.

This year, more than 140 organisations were granted the citation, however, St Barbara is the only 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 delighted that St Barbara has received the WGEA Employer of Choice for Gender Equality citation each year since 2014 and as a Pay Equity Ambassador, I encourage more resource companies to participate in the WGEA Employer of Choice program. Integrating diversity and equality within our core business strategy means that gender equality is discussed at board level and championed by senior management. I strongly believe that diversity in the workplace gives us diversity of perspective and experience, drives innovation, engagement and ultimate business success."

For more details, visit:

<https://www.wgea.gov.au/leading-practice/employer-of-choice-for-gender-equality>

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