



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

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

This year the WGEA strengthened the eligibility criteria by placing even greater emphasis on accountability, outcomes, evidence and internal reporting processes.

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 119 organisations were granted the citation, however, St Barbara is the only mining company to receive the citation.

With Craig Jetson, Managing Director & CEO, continuing St Barbara's legacy of gender equality by signing on as a WGEA Pay Equity Ambassador, this latest citation confirms the Company's commitment to addressing pay equity and ensuring gender equality in recruitment, promotions and reward and recognition.

Craig Jetson said, "I feel privileged to have joined a company that is leading the mining industry when it comes to gender equality. As the only mining company to receive the citation again this year, I strongly encourage more resource companies to participate in the WGEA Employer of Choice program to discover the benefits diversity brings to innovation, engagement and performance."

For more details, visit:

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

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