



## Presentation to International Mining and Resources Conference (IMARC)

Attached is a presentation by Val Madsen, Executive General Manager People, to the International Mining and Resources Conference (IMARC) held virtually today.

# Why St Barbara is an Employer of Choice

24 November 2020



**Val Madsen**

Executive General Manager People



# St Barbara

**We're here to create value in everything we do, for our people, our communities and our shareholders**

**Our vision is to be a brilliant, global mining company that grows sustainably and creates enduring, positive impacts.**

## We are guided by our five commitments and our values-led culture



SAFETY  
ALWAYS



EMPOWERED PEOPLE  
DIVERSE TEAMS



STRONGER  
COMMUNITIES



RESPECTING THE  
ENVIRONMENT



GROWING  
SUSTAINABLY

### Our values



We act with  
honesty and  
integrity



We treat  
people with  
respect



We value  
working  
together



We deliver  
to promise



We strive  
to do better

## A core commitment is our commitment to our people



### EMPOWERED PEOPLE DIVERSE TEAMS

We are an employer of choice committed to inclusion and diversity. We provide a caring work environment where our talented people are happy, thrive, feel safe and can fulfil their potential.

We ensure diversity in all aspects of the employee lifecycle, from recruitment to progression

Recognised as an **Employer of Choice for Gender Equality** by the WGEA since the citation commenced in 2014

St Barbara an initial signatory to the WGEA **Pay Equity Pledge**

Our MD & CEO, Craig Jetson, continuing our commitment by becoming a **Pay Equity Ambassador**

Our unique regular Gender Safety Audits recognise and respond to safety and wellbeing at work which means providing a workplace that is **safe from injury, bias, discrimination and harm**

**Our journey began in 2007 when our overall gender pay gap was 43%**

No diversity strategy or objectives



Female representation on the Board



Executive & General Manager



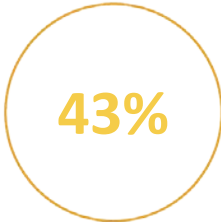
Manager level



Overall workforce



Women returned after parental leave

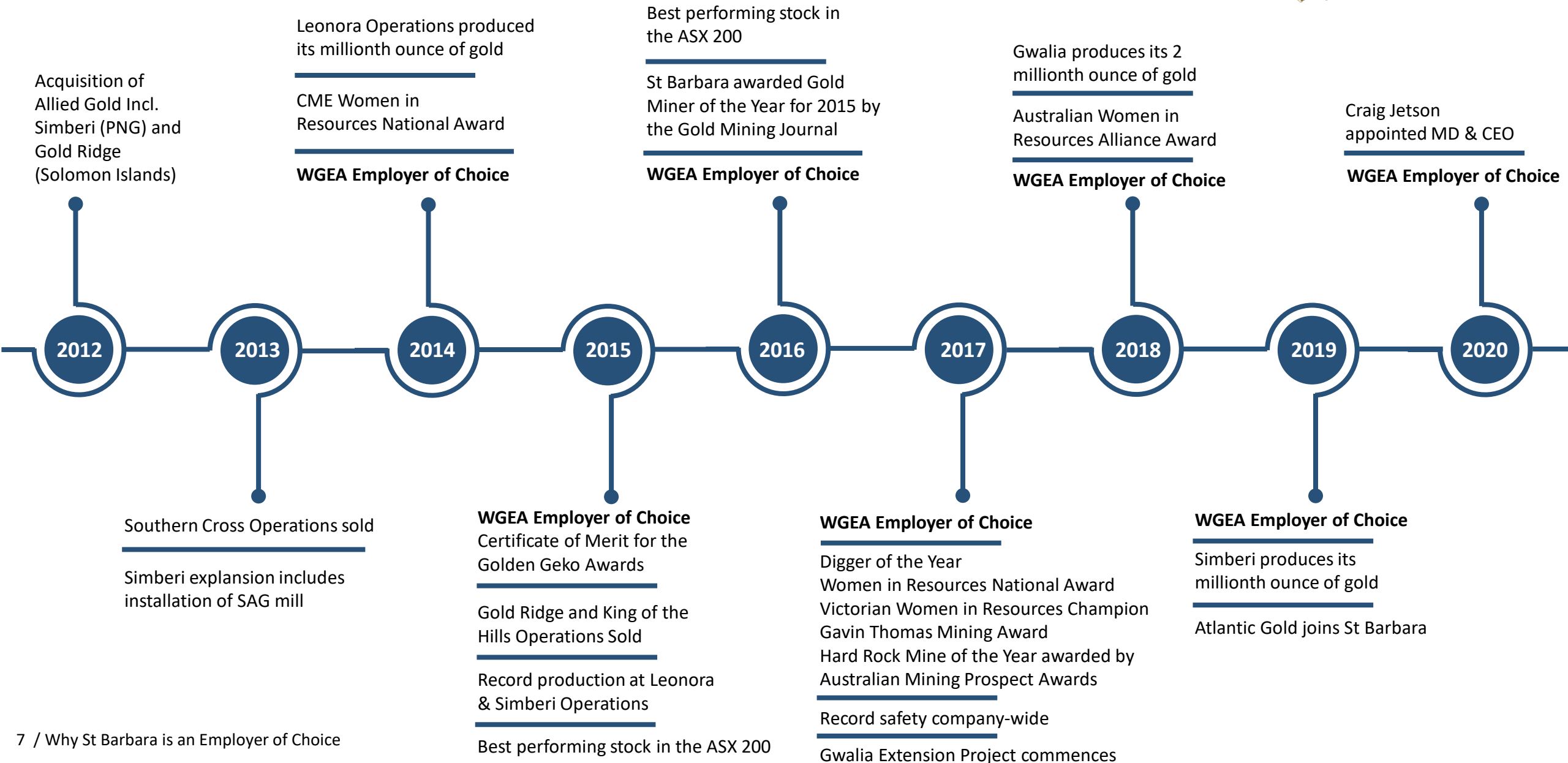


Overall gender pay gap



- 1. Leadership Commitment** - recognising the value and business case
- 2. Strategy and Action Plan/Initiatives** – covering the employee lifecycle recruitment, promotion, progression addressing diverse teams, inclusive leadership and workplaces, safety, flexible working, parental leave, domestic and family violence
- 3. Set objectives** – identify stretch targets and align initiatives to address challenges to diversity and inclusion
- 4. Measure and Report Data** - regularly monitor progress, report to Executive and the Board

# Proudly a WGEA Employer of Choice for Gender Equality since 2014





## Although we've made considerable progress, we're not stopping

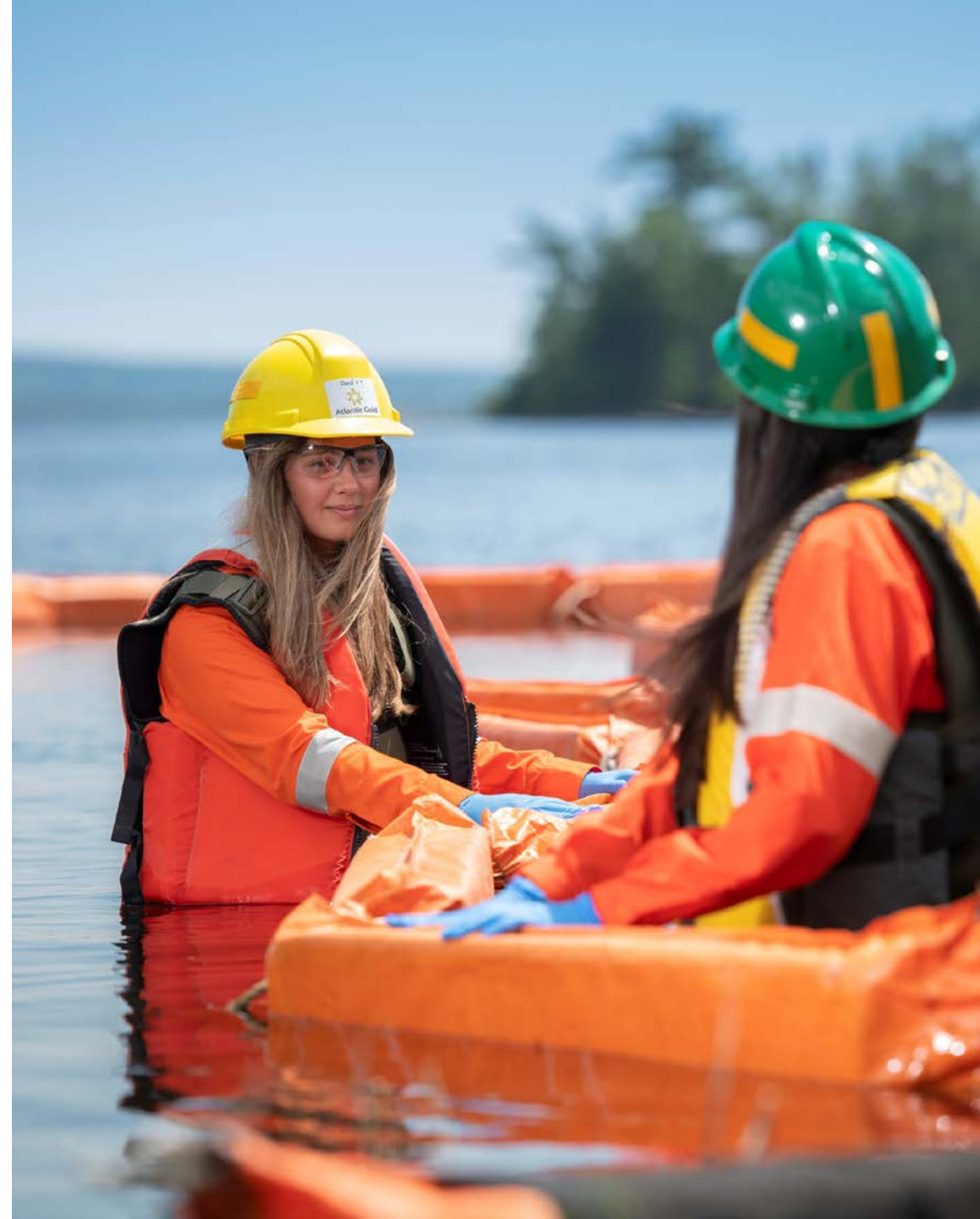


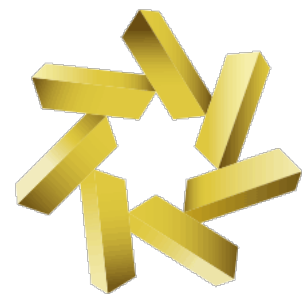
We will continue to adapt and push our objectives as we reach each target

Objective		Target	By	As at 30 June 2017	As at 30 June 2018	As at 30 June 2019	As at 30 June 2020	Current
Group	Maintain the percentage of women on the board	33%	-	25%	25%	40%	33%	33%
	Maintain nil gender pay gap for like-for-like roles	0%	-	0%	0%	0%	0%	0%
Australia	Increase the proportion of women in the Australian operations workforce	30%	20 June 2022	21%	24%	25%	26%	28%
	Reduce the Australian operations Overall Gender Pay Gap	8%	30 June 2022	14%	14%	12%	12%	13%
	Increase the proportion of Aboriginal employees in the Australian operations	5%	30 June 2022	-	4%	3%	3%	2%
	Maintain the percentage of women who return to work after a period of Parental Leave (Australia)	80%	-	100%	100%	100%	100%	100%
Canada	<b>*New objective*</b> Increase the proportion of women in the workforce at Atlantic Gold	30%	30 June 2022	-	-	-	-	21%
	<b>*New objective*</b> Increase the proportion of First Nations employees in Atlantic Gold	5%	30 June 2022	-	-	-	-	3%
PNG	<b>*New target – previously 15%*</b> Increase the proportion of women in the workforce at Simberi	18%	30 June 2022	-	14%	15%	15%	16%

## St Barbara's vision for the future

- To be an employer of choice globally, using our achievements in Australia as a platform
- Create inclusive work environments where everyone feels safe and valued
- Continually re-evaluate our diversity objectives
- Share our story to encourage others to join us on our journey
- Be known for our **inclusive leadership**





# St Barbara

