



St Barbara included in the 2021 Bloomberg Gender Equality Index

St Barbara Limited (ASX:SBM) (the **Company**) is proud to announce it is one of ten Australian companies within a total of 380 companies across 11 sectors included in the 2021 Bloomberg Gender-Equality Index (GEI). The GEI expanded in 2021 to represent 44 countries and regions across a variety of industries, including automotive, banking, consumer services, engineering and construction, and retail.

Craig Jetson, Managing Director and CEO said, “Through our voluntary disclosure of diversity and inclusion related metrics, we provided a comprehensive look into our investment into workplace equality and the commitment to the communities in which we work.

“We are very proud of this achievement, especially in our first year of completing the submission. I congratulate everyone for living our values and ensuring St Barbara continues to build an inclusive work environment for all.”

The GEI brings transparency to gender-related practices and policies at publicly listed companies increasing the breadth of environmental, social, governance (ESG) data available to investors. The comprehensive, transparent GEI scoring methodology allows investors to assess company performance and compare across industry peer groups.

The reference index measures gender equality across five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand.

Our submission, based on FY19 reporting data, included 74 metrics, each allocated to one of the five GEI framework pillars. The GEI score is measured on a scale from zero to 100%, with 100% being a perfect score. St Barbara received a GEI score of 69.5%, exceeding the required threshold. A highlight from our GEI Report includes receiving 100% Disclosure Score, indicating our commitment to our value of honesty and maintaining transparency in our data and reporting.

“The companies included in the 2021 GEI are expanding the ESG data universe to include gender-related data that investors are demanding today,” said Peter T. Grauer, Chairman of Bloomberg. “Their commitment to disclosure is making the business case for inclusion, and driving transparency in the markets.”

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St Barbara's inclusion in the 2021 Bloomberg Gender-Equality Index complements St Barbara's citation by the Workplace Gender Equality Agency as an Employer of Choice for Gender Equality; a citation we have proudly maintained for 6 consecutive years.

Val Madsen, Executive General Manager People said "We are committed to progress and continuous improvement across all diversity and inclusion metrics. We celebrate the great work that has been done and recognise there is still more to do. At St Barbara, brilliance matters and our inclusion in the Bloomberg Gender-Equality Index reflects this.

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