
27 January 2022

St Barbara included in the 2022 Bloomberg Gender Equality Index

St Barbara Limited (ASX:SBM) (the Company) is proud to announce its inclusion in the 2022 Bloomberg Gender-Equality Index (GEI). This is the Company's second year of inclusion, recording significant improvement on performance metrics year-on-year across all the GEI measures. St Barbara is one of 413 companies across 45 countries to join the 2022 GEI and received a GEI score of 77.7 per cent, exceeding the required threshold.

The GEI is a modified market capitalisation-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting. This reference index measures gender equality across five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and pro-women brand.

The Company has been recognised by the Australian Workplace Gender Equality Agency as an Employer of Choice for Gender Equality for many years. Further to this Australian citation, submission to the GEI allows for a global benchmarking process.

Craig Jetson, Managing Director and CEO said, "Inclusion in the GEI matters to us because it brings transparency to gender-related practices and policies at publicly listed companies increasing the breadth of environmental, social and governance data available to investors.

"Our most important driver, however, is our people. Providing a safe and inclusive workplace that our employees can be confident in is what matters most of all. Highlights of this year's submission include receiving 100 per cent on sexual harassment policies compared to the average of 66 per cent, reinforces this. We were also encouraged to score 94.12 per cent for equal pay and gender pay parity, compared to the average of 60 per cent. As a WGEA Pay Equity Ambassador, this score was pleasing.

"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."

The Company's submission, based on FY20 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 per cent, with 100 per cent being a perfect score. The comprehensive, transparent scoring methodology allows investors to assess company performance and compare across industry peer groups.

The number of companies included in the GEI has increased year over year, showing a growing recognition that commitment to gender diversity and inclusion is a business imperative.

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For more information

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