



Klohn Crippen Berger



GENDER PAY GAP

RELEASED FEBRUARY 2024
(DATA JUNE 2022)



About KCB

KCB is an award-winning engineering, geosciences and environmental consulting firm with offices in Australia, Brazil, Canada, Ecuador, Peru, UK, and the US. Since 1950, we have helped to sustainably develop resources, reclaim landscapes, build communities and stimulate economies by participating in some of the largest and most challenging projects in the world.

KCB Australia is recognised as a technical leader for mine waste and mine water management services across Australia and in remote and equatorial environments, including Papua New Guinea, Indonesia, Vietnam, Fiji, Mongolia, and the Philippines. We have a strong reputation for quality work and technical experience. Our commitment to excellence is the driving force behind everything we do.

Sustainability begins with our people. KCB actively works to attract diverse talent into the company. We practice inclusive recruiting practices – gender neutral wording in job postings and the use of hiring panels to mitigate biases. We hold ourselves accountable with quarterly reporting to the Operating Committee and annual reporting to the Board of Directors on our success in achieving gender diversity.

1993

Brisbane office opens

2011

Perth office opens

2012

Women in Klohn committee formed

2019

KCB Australia Pty Ltd (start of our Australian entity)

2022

Equity, Diversity & Inclusion (EDI) Initiate committee formed

2023

First submission to WGEA

Data

KCB is reporting the results of our gender pay gap analysis as per Australia's Workplace Gender Equality Agency (WGEA) requirements. In 2024 employer gender pay gaps by median and gender composition by pay quartiles and associated average salaries will be published. 2024 is the first year that this information is publicly available. Our results are for our Australian entity with data from June 2022. The pay gap reported is indicative of wider industry trends and we are confident that as our actions to improve gender equality gather pace, this gap will continue to narrow.

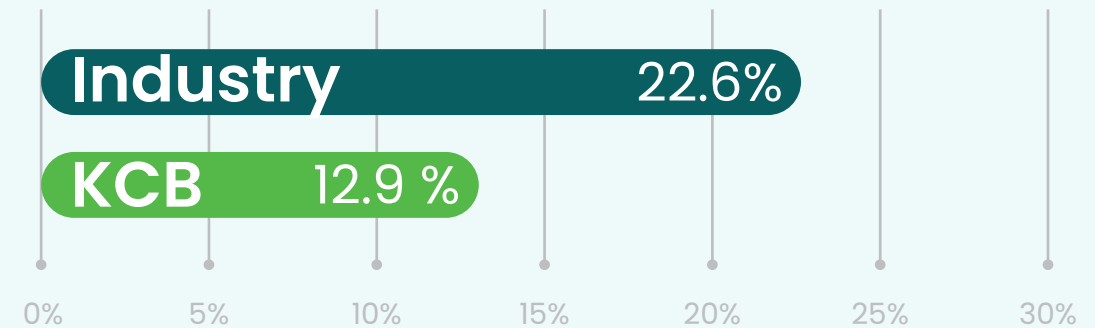
What is the Gender Split?

64% of our employees are male

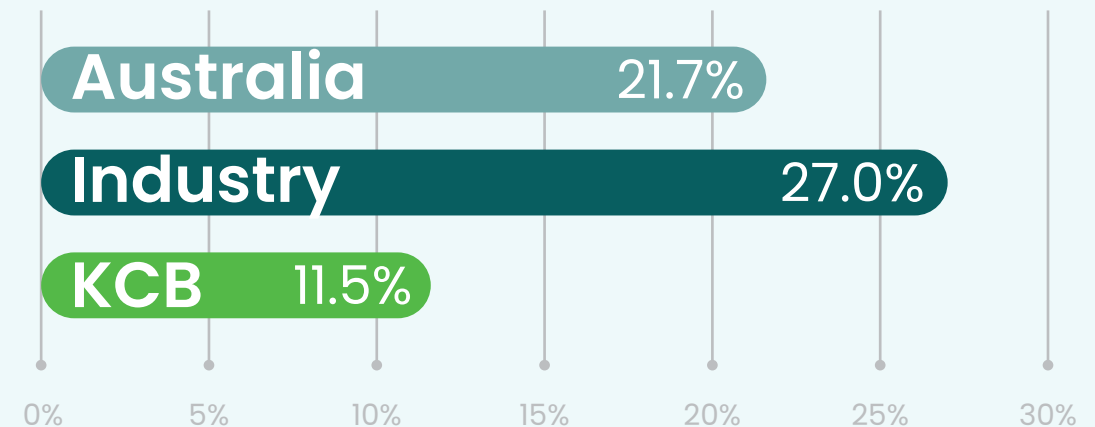
36% of our employees are female

Gender Pay Gap: KCB; our Industry; and Nationally

Median base salary



Median total remuneration



Definitions

Gender Pay Gap



“Difference in the average earnings between women and men in the workplace.” A positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men. It is calculated using a method prescribed by the WGEA that determines relevant employees to be included in the calculations and the earnings that form the basis of these calculations.

Equal Pay



Women and men being paid the same for the same, or comparable, job. This has been a legal requirement in Australia since 1969.

Calculating Pay



Part-time/casual/part year employees are annualised to full-time equivalent for average total remuneration and does not include salary data for the head of our Australian business. At present, only female and male genders are available as options for reporting.

The Median Gender Pay Gap Figure



WGEA is reporting on two figures, median base salary and median total remuneration. The median for each (base salary and total remuneration) is the man or woman who is in the middle of a list. The median is the middle value in a set of data ranked from lowest to highest values. The median gender pay gap is the difference between base salary as well as the total remuneration (base salary, employer’s superannuation contribution and annual incentives) of the median man and the base salary as well as total remuneration of the median women.

Medians are useful to indicate what the “typical” situation is. They are not distorted by very high or low base salaries (or annual incentives). However, this means that not all gender pay gap issues will be picked up. They could also fail to highlight as effectively where the gender pay gap issues are most pronounced in the lowest-paid or highest-paid employees.



A photograph of four women standing in a row in front of a wall with the 'Kohn Crippen Berger' logo. From left to right: the first woman has dark hair and glasses, wearing a black blazer over a patterned top; the second woman has curly hair and glasses, wearing a dark blue sweater and a colorful patterned scarf; the third woman has dark hair, wearing a black sweater and grey trousers; the fourth woman has long dark hair, wearing a purple knit vest over a black top and a purple skirt. The background is a light-colored wall with the company name in large, white, sans-serif letters.

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Median Total Remuneration



The gender total remuneration gap is the difference between the median base salary and annual incentive (total remuneration) received by men and women.

Pay Quartiles



Pay quartiles are used to show how the representation of female and male employees varies throughout an organization. Pay quartiles are calculated by splitting the whole workforce into four equal-sized bands based on total remuneration, from highest to lowest. The percentage of men and women is calculated for each band. Pay quartiles show the percentage of men and women employees in four equal-sized groups based on their total remuneration and give an indication of women's representation at different levels of the organization.

ANZSIC class



For purposes of comparison KCB is in the industry group "6923 – Engineering Design and Engineering Consulting"

Next Steps for KCB

KCB is encouraged by our results in this first year of participating in the WGEA reporting. We recognize that a positive gender pay gap generally exists in the professional services industry, and KCB is no different.

We are pleased with the hard work that has been achieved to date, but understand we have more work to do to achieve gender parity. The pay gap reported provides a snapshot of our business and we are confident this gap will narrow as we continue to report, and to work hard to achieve gender parity. We acknowledge we need to improve gender representation across the business, with a focus on senior level roles.

