



Klohn Crippen Berger



GENDER PAY GAP STATEMENT

Klohn Crippen Berger Australia

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(Data June 2023)

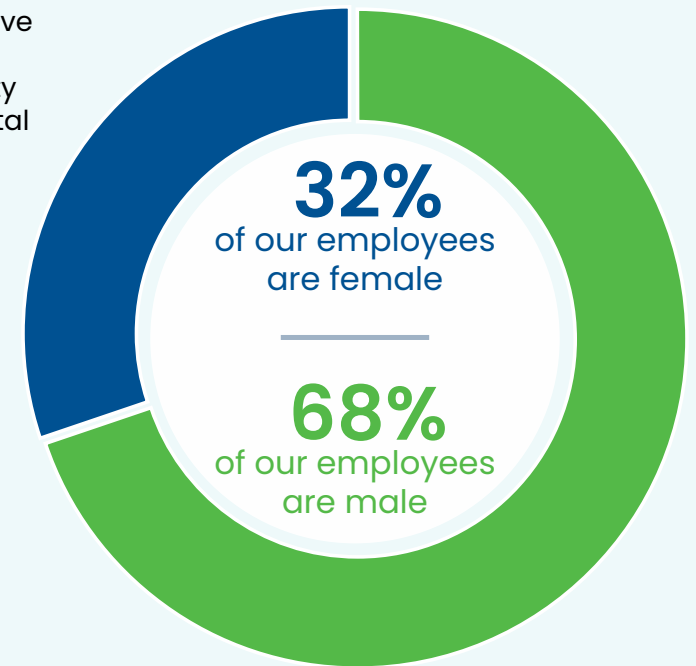


KCB's gender pay gap reflects the imbalance we see across the wider industry. In 2023 we saw a five percent growth in our female population increasing from 27% to 32% of our overall population. While this is a positive change that will serve us well in the future driving greater representation at more senior levels within our organization, this growth contributed to the impact on our 2023 gender pay gap ratio. Our Australian entity gender pay gap results are based on data from June 2023. Average base salary gap is 26.4%, average total remuneration gap is 29.9%. Median base salary gap is 33.6%, median total remuneration gap is 36.6%.



"The results of our WGEA survey reinforces the importance of continuing our work to improve gender representation and narrow the gender pay gap not just in Australia, but across our global operations. KCB in Australia is committed to helping advance diversity and inclusion by creating a workplace with fair and equitable practices for all, where every one of our employees can reach their full potential."

Chris Langton
Vice President, Australasia



Through my almost eight years at KCB I have felt extremely supported both technically and personally. I have had amazing mentors, have been given opportunities to lead major projects, develop client relationships and make positive change in the business. I am encouraged to set boundaries and maintain my work life balance. I am now the manager of the geoscience team in Brisbane and I look forward to continuing to positively contribute to the business, and lead my team of amazing scientists including many superbly skilled women.

Carly Waterhouse
Manager, Geosciences



The company has strong people-first approach. KCB has provided me with the opportunity to showcase my skills. Staff at KCB provide advice, guidance & support which has assisted me with developing my career.

Paris Wu
Graduate Engineer



— Actions Taken

Parental leave and return to work program

KCB recognises the importance of providing paid parental leave to enable employees to take time away from work to care for their families. In 2023, KCB made significant improvements to the parental leave policy. This initiative reflects our commitment to fostering a gender-balanced workplace by ensuring both men and women have equitable access to parental leave. In addition to paid leave and superannuation updates in the policy, KCB have long standing flexible work options and office amenity intended to support returning parents, including safe spaces for breast feeding/pumping. KCB plan further training for managers on support for people going on, and returning from, parental leave.

In 2024, KCB implemented a return to work buddy program for employees who have been away on longer periods of leave, for example parental leave. The purpose of the program is to support employees transitioning back into the work environment. The buddy is chosen based on having similar experiencing returning to the office after a period of leave.

KCBs succession planning process continues to evolve, this year seeing specific career development plans being created for key positions.

2024 saw more transparent internal promotion processes across the company with key roles shared on the company intranet site to encourage applications company wide. Recruiting for these key positions included a diverse interview panel that included representatives from outside the group the role was for.

Compensation analysis and review was bolstered by the hiring of a compensation and benefits manager who provided training and guidance to management and provided tools to support a fair process and check for bias.

KCB's Equity, Diversity and Inclusion committee, the Initiate Committee, have continued to work with teams globally to implement our EDI roadmap. Some upcoming activities that are in development include:

- Management training and support for emerging leaders
- Reviewing recruiting practices through an EDI lens and implementing updates to support recruiting of diverse candidates
- Presentation on PPL process for managers and team leads

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/ employees are annualised to full-time equivalent for average total remuneration. At present, only female and male genders are available as options for reporting.



The Median Gender Pay Gap Figure

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.



Average Gender Pay Gap

The difference in average earnings between women and men in the workforce. The average is calculated by adding up a list of employees’ wages and dividing by the number of employees.

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

KCB is in the industry group “6923 – Engineering Design and Engineering Consulting”

Next Steps for KCB

We recognize that a positive gender pay gap generally exists in the professional services industry, and KCB is no different. We 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 our focus on practices and policies of belonging and diversity. We acknowledge that we experienced an increase from 2022 to 2023 in our gender pay gap. The increase in the gap is primarily driven by our overall growth in employee population and the increase of our entry and junior level hires of females during this growth. We also saw a slight increase (3%) in our female population at the senior level.

KCB will continue to conduct gender pay gap analysis across the business, monitor trends and work collaboratively across the business on initiatives to close the gender pay gap.

