



**Klohn Crippen Berger**



# **GENDER PAY GAP STATEMENT**

Klohn Crippen Berger Australia

Released February 2026  
(Data June 2024)



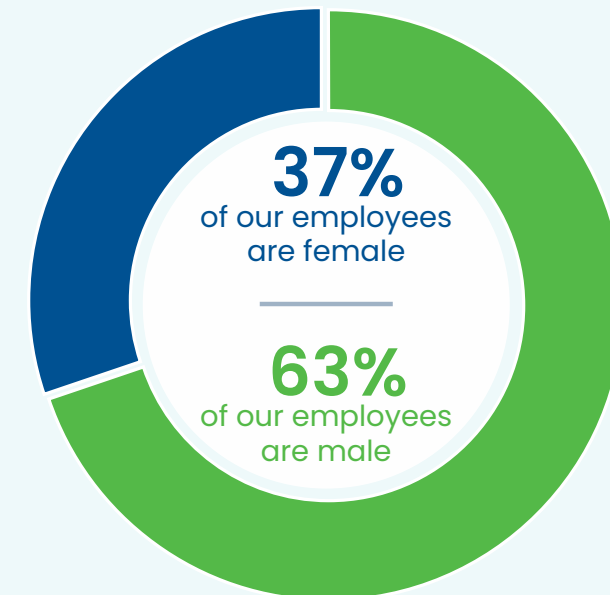
## Our Commitment

At KCB, we are committed to fostering a workplace where all employees—regardless of gender—can build meaningful careers supported by equitable opportunities, transparent processes, and an inclusive culture. While we operate in industries that have historically been male dominated, we continue to make measurable progress in representation, pay equity, and career advancement for women across our organisation.



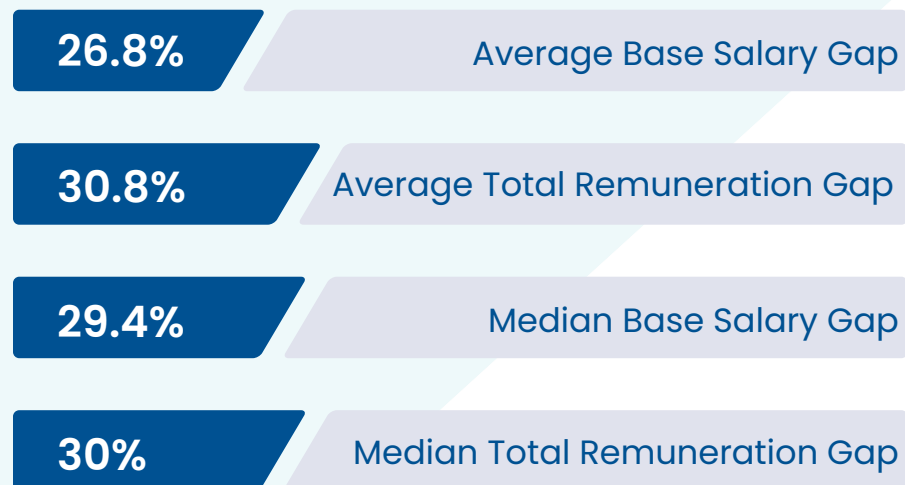
*Working at KCB Australia has provided me with strong technical mentorship and the opportunity to contribute to complex geotechnical projects. I have felt encouraged to share my ideas, take responsibility, and grow as an engineer. The supportive culture and flexibility have allowed me to balance my professional development with family life, which is especially important for women working in a demanding field like engineering.*

Nazanin Yarahmadi  
Senior Geotechnical Engineer



## 2024 Gender Pay Gap Results

As of June 24:



## Key Changes

- We've see our Median gender pay gap (GPG) narrow from the prior reporting period: the base salary median GPG has narrowed by 4.2% and the total remuneration GPG has decreased by 6.6%.
- We saw an increase in the number of women in higher-paid positions over last year (36% to 47%). We do recognize that these senior level positions remain male-dominated.

## Representation and Workforce Trends

- 47% of new hires between June 2023 and June 2024 were women.
- Women now represent 37% of our Australian workforce – our second consecutive year with five-point growth.
- Female representation increased across three of the four pay quartiles.
- Promotion rates in 2024 were similar for women (14%) and men (15%).

We continue to review pay annually and conscious of improving representation of women in senior roles to further reduce our overall gap.



## Ongoing Initiatives

### Women in Klohn (WiK)

WiK is an employee driven initiative that plays a central role in fostering gender equity at KCB. It brings together women from across the company, representing diverse personal and professional experiences. WiK aims to:

- Provide a safe and supportive environment where women can share experiences.
- Raise awareness of gender related barriers in the workplace.
- Partner with leaders and employees to promote inclusive practices.
- Champion initiatives that create pathways for women's advancement.

### Parental Leave and Flexible Work

Building on improvements introduced in 2023, we continue to offer:

- Enhanced paid parental leave and superannuation contributions during leave.
- Flexible work arrangements and amenities for parents returning from leave, including dedicated breastfeeding spaces.
- Training for managers to support employees before, during, and after extended leave.
- A "Return to Work Buddy Program" to ease reintegration.

### Career Development and Succession Planning

We remain committed to building a strong internal talent pipeline through:

- Transparent internal promotion processes and intranet job postings.
- Diverse interview panels to reduce bias.
- Career development plans for key positions.
- Continued evolution of succession planning to provide equitable access to leadership pathways.

### EDI Initiatives

Our investment in equity, diversity, and inclusion continues to expand:

- 2022: EDI Committee established
- 2023: Benchmark survey completed, paid parental leave updated in Australia
- 2024: EDI Roadmap created; inclusive internal promotion and recruitment processes implemented
- 2025: Purchased Additional Leave program introduced

### Our Path Forward

We firmly believe that every employee has the right to develop and advance in an environment built on fairness, inclusion, and equal opportunity. We will continue to:

- Ensure equitable pay for comparable roles and performance
- Increase women's representation across all levels and technical disciplines
- Review our pay practices annually to ensure they remain fair, consistent, and unbiased
- Support women's development and leadership through WiK and other initiatives

# 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 organisation. 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 organisation.

## ANZSIC class

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