



TPG Telecom's Gender Equality Statement

Our Commitment to Gender Equality

Our vision for Gender Equality is an equal future for all.

In the telecommunications industry, women comprise just 33.5% per cent of the overall workforce and 25.8% per cent of key management personnel.ⁱ We are not satisfied with the status quo and want to elevate our efforts and inspire change within the industry more broadly.

At TPG Telecom, we are passionately committed to driving sustainable change to progress gender equality and support women to develop and progress their careers, supporting a more balanced representation of gender at senior levels of leadership, and across our workforce, particularly in our Technology function.

As part of this commitment, we have established ambitious targets to ensure we continue to focus and stretch ourselves to make the greatest impact. We regularly review our policies, benefits, and workplace culture to ensure they remain current, inclusive and strategically aligned.

Gender Pay

We remain committed to ensuring employees are equally remunerated without regard to gender, relative to role, and have processes in place to prevent, monitor and remedy any identifiable pay gaps.

We measure both gender pay equity and the gender pay gap. Gender pay equity refers to equal pay for equal work, ensuring that individuals receive the same compensation for similar roles regardless of gender, while the gender pay gap typically looks at the average or median difference in earnings between men and women across all roles.

Our 2023 Gender Pay Equity position was -0.2% (in favour of women) and our organisation-wide Gender Pay Gap, reported in line with the Workplace Gender Equality Agency (WGEA) reporting was 13.1%. While the average and median gender pay gaps measured by the WGEA are ahead of the Information & Media and Telecommunications industry average of 21.9% and median of 27.2%, for organisations of similar size to TPG Telecom, we remain committed to driving gender equality initiatives to help close this gap.

Our analysis revealed that the most significant contributing factor to the gender pay gap is unequal gender representation, particularly across senior levels, so achieving our gender representation targets remain a key priority for us.

Gender Targets

We remain on track for the achievement of our key gender diversity targetsⁱⁱ:

- 35% women in the Australian workforce by end 2024
- 20% women in STEM positions by end 2024
- 45% women in Strategic Leadership positions (top three leadership levels below CEO) by end 2026



Key Gender Equality Initiatives:

We are proud of the progress we have made against our gender targets, supported by initiatives to boost attraction, development and retention of female talent, including:

- Inclusive Recruitment Practices. We have embedded diversity conversations as part of our standard hiring brief to better understand diversity needs and opportunities and how best to support hiring managers. We also ensure our job advertisements are de-biased with gender-neutral language and we strive for gender-balanced shortlists.
- Paid Parental Leave. We have a very generous leave policy that provides up to 22 weeks of paid leave, which can be taken flexibly during the first 2-years from birth or adoption. We also removed the requirement to be a primary carer, which should enable families to better manage and share caring responsibilities.
- Female Development Programs. Aimed at STEM employees and/ or at mid-career level employees and leaders to develop strategic capability, build confidence and inspire women to advance their careers.
- Domestic & Family Violence Support (DFV). We continue to work with TelcoTogether to identify areas of collective action and responsibility within the industry that will have the greatest impact on reducing instances of domestic violence while also supporting survivors. Our DFV action plan is aligned to the TelcoTogether Framework and focuses on how we support both employees and our customers.
- Prevention of harassment and gendered-based violence. In 2023 we commenced a partnership with Our Watch to support the establishment of a framework for the implementation of their Workplace Equality and Respect approach. Our Watch is a national leader in the primary prevention of violence against women and their children in Australia. Together, we have conducted a comprehensive analysis of our current approach and outcomes to identify further reasonable steps TPG Telecom can take to prevent harassment from occurring in our workplaces.
- Flex to Thrive. We continue to offer Flexible and Hybrid working opportunities for employees, including flexibility around work location and hours. Additionally, we have numerous leave options and benefits to help employees manage their wellbeing and other interests and commitments outside of work.

ⁱ Data taken from the [Workplace Gender Equality Agency \(WGEA\) Data Explorer](#)

ⁱⁱ Our gender targets focus on Australia-based employees, as this is where we see the greatest area for improvement. Over 57 per cent of our overseas employees are women and they hold almost 57 per cent of the leadership positions. However, we continue to drive gender equality initiatives across our entire organisation, and we will review our approach should any significant shifts in the workforce composition occur.