

## 1. Policy Statement

SPC Global is required to comply with the Workplace Gender Equality Act 2012 (the Act) as it applies to employers with 100 or more employees. The legislation will continue to apply if the number of employees falls below 100 but will not apply if the number of employees falls below 80.

SPC supports the concept of workplace gender equality and aims to comply with the requirements of the Act.

## 2. Principle objects of the Act

SPC supports the principle objects of the Act. These are:

- to promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace;
- to support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters; and
- to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities); and
- to foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace; and
- to improve the productivity and competitiveness of Australian business through the advancement of gender equality in employment and in the workplace.

## 3. Reporting requirements

The Act requires employers to prepare a public report and lodge it with the Workplace Gender Equality Agency (the Agency) for each 12 month reporting period (1 April to 31 March). The reports must be lodged within two months of the end of each reporting period. Employers are required to report on the following gender equality indicators:

- gender composition of the workforce;
- gender composition of the organisation's governing body;
- equal remuneration between women and men;
- availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities;
- consultation with employees on issues concerning gender equality in the workplace;
- sex-based harassment and discrimination.

## 4. Consultation and compliance

In order to comply with its obligations under the Act, SPC will:

- consult with employees on the employment matters; and
- confer responsibility for the report on a person or persons having sufficient authority and status within management to enable the report to be completed.

At SPC, this responsibility for the report has been conferred upon People & Culture.

# Workplace gender equality policy



For further information about workplace gender equality reporting, employees should contact the Chief People Officer.

Approved by Neil Brimacombe

Chief Executive Officer  
19/04/2024