

FY2024 BlueScope Australia Gender Pay Gap Summary

In 2025 the Workplace Gender Equality Agency (WGEA) will publish gender pay gap data for all 'relevant employers' with over 100 employees. This document seeks to provide context to BlueScope Australia's gender pay gap data at a group level and actions to address it.

As a manufacturer with a historically male dominated workforce, increasing the representation of women in BlueScope's workforce has been a focus for many years. Representation of women in the Australian business has grown from 13.5 per cent in 2017 to 25 per cent in 2024. At operational sites, over 22% of operator roles are now held by women, a remarkable shift from 3 per cent in 2017.

Whilst progress has been made in traditionally male dominated operator roles, there is an acknowledgment that more work is required to accelerate the pace of change in representation of women in executive and salaried roles.

This challenge remains at the heart of addressing gender pay gaps. BlueScope's median total remuneration gender pay gap has decreased from 19.4% in 2023 to 18%. The small increase in average total remuneration gender pay gap from 10.5% to 10.8% is driven by the inclusion of CEO and Head of Business (HOB) remuneration and appointments in the Corporate functions.

At national level, BlueScope's gender pay gaps are lower on all measures, with both the average total remuneration and average base salary gaps well below national measures. These also fall below the national midpoint for average total remuneration gender pay gap (12.1%) indicating BlueScope falls in the lower half of employer gender pay gaps nationally.

The two key factors which contribute to the gender pay gap remain the over-representation of women in entry level or lower paid roles and under-representation in more senior and higher paid roles which attract higher bonus payments, compounded by the relatively lower length of service of women compared to men in similar roles.

Whilst more work is required, progress is emerging. The appointment of women to manager roles is 31% up from 28% in 2023. This occupational group has seen a reduction in all gender pay gap measures since 2023, with gender-neutral pay gaps, falling well within +/- 5% across all measures, and reflects our efforts to increase representation of women at this level.

BlueScope's leader pipeline of professionals has seen a reduction in both average and median gender pay gaps since last year with the average total remuneration gender pay gap of 8.3% falling well below the national figure of 18.5% and the industry comparison group at 9.2%.

Across BlueScope's Australian Business, all occupational categories saw a decrease in the average total remuneration gender pay gap with the exception of Technicians and Trades (up slightly by 0.2%) due to the increasing number of female cadets (entry level salary roles), which feed our professional engineering and leadership pipeline.

BlueScope's efforts to drive change start at the top. Gender composition of our Board (50%) remains well ahead of the national figure of 32% and the Manufacturing Industry as a whole where 19% of Boards are gender balanced. Executive Lead Team (Key Management Personnel - KMP) composition of 43% also significantly exceeds the national and comparison group figures (37% and 29% respectively).

A key challenge, and strategic focus, is to continue to create more opportunities and the environment to ensure women are more equally represented in senior roles. BlueScope Australia's **Gender Equity Strategy** is a key business priority for our business and focusses on six key areas to drive change, underpinned by a suite of initiatives.

These include targets to drive accountability, sponsorship of talent, workplace flexibility, growing external talent in STEM roles and building a pipeline of women technical and operation leaders through our cadetship program.

BlueScope manages, analyses and tracks its gender pay gap at a group and business unit level. For this reason, this summary provided overleaf represents all BlueScope 'relevant employer' entities, as these individual legal entities do not reflect the Company's business and organisational structure.

FY2024 Gender Pay Gap Data¹

	BlueScope (Australia)	Australia	Industry Comparison Group ²
Average total remuneration	10.8%	21.8%	11.2%
Median total remuneration ³	18.0%	18.3%	9.9%
Average base salary	3.2%	16.7%	7.6%
Median base salary ⁴	9.5%	13.6%	6.1%

1. Data includes annualised part time and casual worker earnings.
2. Industry comparison Group comprises manufacturing companies with 1,000-4,999 employees. Data for manufacturing group of comparable size unavailable.
3. Calculated as the difference between the midpoint of male and female total remuneration (which includes base salary, superannuation, overtime, bonuses and other additional payments).
4. Calculated as the difference between the midpoint of male and female base salary (which excludes superannuation, overtime, bonuses and other additional payments).

Gender Equity Focus Areas

 Leadership & Accountability	Gender equity is a business priority championed by all senior leaders, underpinned by agreed targets and regularly monitored
 Recruitment, Promotion & Visibility	Transparent and innovative recruitment and promotion standards which drive diversity
 Talent Identification & Development	Heightened visibility and advancement of female talent through a robust identification, development and review process
 Connection & Growth	Enable, support and drive accessible growth opportunities and forums for all women
 Culture & Transitions	Embed a culture which supports our people through major life and work transitions and challenges
 Partnerships for Future Pipeline Growth	Accelerate the growth of external female talent in STEM and nontraditional careers by partnering with key bodies and stakeholders

