

2024-25 BlueScope Australia Gender Pay Gap Summary

Supplementary Information

In March 2026, the Workplace Gender Equality Agency (WGEA) publishes 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 our workforce has been a focus for many years. Representation of women in our Australian business has grown from 13.5 per cent in 2017 to 26 per cent in 2025. In our operational sites, over 23% of operator roles are now held by women, a remarkable shift from 3 per cent in 2017.

The two key factors which contribute to our 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.

In addition, BlueScope's professional and leadership pathways are heavily represented by STEM based roles, which are underrepresented by women and remain a national long-term challenge.

Whilst more work is required, we are seeing progress in the following areas:

- BlueScope's **Manager occupational category** has a gender pay gap of 5.1% in favour of women, reflecting growing representation of women in some of our more senior roles.
- The **Professional** occupational category gender pay gap continues to reduce at 6.7%, significantly lower than the national figure of 18.8%.
- External **recruitment rates of women** at 38.2% are higher than national and Industry comparative cohorts which are both 32%.
- Our representation of **women in Machinery Operators and Drivers roles** is 21% female and well above national (17%) and Industry (18%) comparison groups, reflecting positive efforts to increase representation.

2024-25 Gender Pay Gap Data¹

	BlueScope (Australia)	Australia	Industry Comparison Group ²
Average total remuneration	10.6%	21.1%	10.5%
Median total remuneration³	17.3%	16.4%	9.2%
Average base salary	2.4%	15.7%	6.7%
Median base salary⁴	9.4%	11.9%	4.6%

1. Data includes annualised part time and casual worker earnings.
2. Industry comparison group comprises manufacturing companies with 1,000-4,999 employees.
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).

Our **Gender Equity Strategy** is a key priority for the business and focusses on six key areas to drive change including:

- targets to drive accountability,
- sponsorship of talent,
- innovative recruitment practices,
- workplace flexibility,
- growing external talent in STEM, and
- building a pipeline of women technical and operation leaders through our cadetship program.

BlueScope manages, analyses and tracks its gender pay gap at both group and business unit levels.

This summary presents our combined Australian performance and strategic approach, which differs from the individual 'relevant employer' entities reported in the WGEA Statement.