

## Employer Statement

At Redox, we recognise that building a diverse and inclusive workforce strengthens our organisation and enhances long-term performance. As a global chemical and ingredient distributor operating across technical, operational and commercial disciplines, we are committed to ensuring equal opportunity and fair outcomes for all employees.

We acknowledge that achieving gender equality requires deliberate action, measurable targets and sustained leadership commitment. We do not differentiate pay based on gender. However, like many organisations in our sector, our gender pay gap reflects workforce composition — including the concentration of males in certain operational and senior roles, and higher female representation in some part-time and support functions.

To support ongoing improvement in the workplace, Redox is focused on the following strategies:

- Promoting equal opportunities across recruitment, professional development and promotion practices by setting measurable targets and benchmarking recruitment outcomes against gender-focused initiatives.
- Increasing female representation in managerial and leadership positions by shortlisting a minimum of 30% female candidates for these roles, where practicable.

- Improving gender balance across operational roles through active encouragement, awareness initiatives and broadening candidate pools in technical, logistics and site-based positions.
- Increasing female participation in the Redox Graduate Program by partnering with industry groups, universities and educational institutions to attract more women into science, engineering and commercial pathways.

We recognise that structural change takes time, particularly in an industry historically characterised by gender imbalance in technical and operational disciplines. Redox remains committed to building capability internally, expanding pathways to leadership and fostering a culture where all employees can contribute fully and progress based on merit.

We will continue to monitor our progress, strengthen accountability mechanisms and embed diversity and inclusion into our long-term workforce planning.

