

Silverchain Group WGEA Employer Statement

At Silverchain, we are committed to gender equality, investing in activities and accountabilities across all six of WGEA's gender equality indicators.

For many companies, gender equality efforts can often centre on increasing women's participation. However, with 89 per cent of Silverchain's 4,500-strong workforce identifying as female, our equity focus is on ensuring career progression, leadership representation, and support for minority-gender groups.

We are working to create an inclusive workplace where all employees are valued, respected, and empowered to thrive as their authentic selves. We celebrate the diverse backgrounds and identities that make our team unique. We also recognise this is a continuous learning journey for everyone and we strive to keep pace with evolving communities and expectations.

To help ensure a comprehensive approach to gender diversity, we have in place various workplace practices including:

- Inclusive recruitment practices to reflect the communities we work with.
- Policies that genuinely support work-life balance including flexible working arrangements.
- Various adjustment policies to ensure we remove any barriers to inclusion in the workplace.
- A Community Impact and Inclusion Strategy that fosters an inclusive culture, supporting diverse communities and ensuring equal access and opportunities.

Silverchain has various action plans in place to address identified gaps and drive gender equality in alignment with WGEA's six gender equality indicators, including:

- Paid parental leave provisions
- Paid compassionate leave for miscarriage
- Paid domestic and family violence leave
- Policies and training addressing sexual harassment
- Within Silverchain Group (which in FY24 included Silverchain, RDNS Silverchain and ACNA), remuneration is largely dictated by awards and agreements. This means that pay is linked to the role rather than gender, which minimises systemic gender pay gaps in award-based roles.

While Silverchain has an above average variation in median earnings for men and women, this variation is being reduced each year as we continue to implement initiatives that have a positive impact on achieving gender pay equality.

The gender pay gap in Silverchain is mainly driven by fewer men in direct service roles, which results in the median and average remuneration of men to be higher. We are also committed to undertaking an annual pay gap analysis with a focus on common law contracts to ensure fair remuneration.