

Gender Pay Gap Employer Statement 2024





Organisational context

At EDL, we believe a diverse workforce and inclusive culture is critical to realising our Vision of being the leading global producer of sustainable distributed energy.

Our aim is to build a culture that embraces difference; provides for flexibility and balance; and supports employees' interests and involvement with their communities.

We know that increasing diversity and building an inclusive culture requires long-term thinking, a multi-pronged strategy and committed leadership.

This employer statement breaks down analysis of the EDL workforce, as well as presenting some of the key initiatives we've implemented to promote a diverse and inclusive place to work, and reduce our gender pay gap.

For the 2022-2023 reporting period, EDL's average gender pay gap was 26.2%.

That is a marked reduction from 36.8% in 2020-2021, and we are committed to closing the gap further.

Historically, like many other businesses in the energy generation industry, EDL had a predominantly male workforce. To help change this, EDL set a target in 2018 of doubling female participation in the workforce to 25%.

In 2023 we achieved this, but we haven't stopped there—in less than 12 months, we have already increased this to 29%.

Importantly, not only have we increased the number of women in our workforce, but many of these women are employed in key leadership and management roles, including two women on our seven-person global Executive Leadership Team and many others with senior functional and technical management roles.

As recently as 2017, of the 20 highest paid employees at EDL, none were women—today that number has increased to 7.

EDL is firmly committed to equal remuneration for men and women, with this being subject to regular review by our executive leadership.

The key challenge we are continuing to work hard to address is that our remote operations workforce remains predominantly male.

Many of these operations are also supporting our customers in mining and resources where there is significant competition for females with trade qualifications we seek.

So, we are working hard to change this by building and training our own pipeline of qualified operations women—in particular through a national apprenticeship strategy that now sees young women make up 70% of EDL's apprentice roles.

But it will take time for these endeavours to significantly shift the gender ratio.

EDL welcomes the enhanced transparency of public reporting of our gender pay gap and remains committed to equitable remuneration and opportunity for all.

James Harman, CEO



EDL CEO James Harman (left) with Control Systems Engineer Mikayla Ralph

Actions and strategies

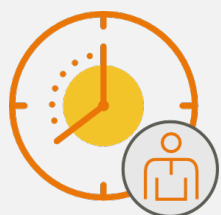
EDL has implemented and continues to develop a comprehensive set of strategies and initiatives to ensure gender equity across the business:



Commitment to pay gender equity

Our Executive Leadership Team takes a hands-on approach to conducting annual reviews of what men and women at EDL are being paid for comparable roles, to identify and address gender pay gaps.

Our CEO is a WGEA Pay Equity Ambassador.



Innovative approach to parental leave and flexible working

Since 2017, EDL has increased focus on diversity, equity and inclusion by establishing a DE&I Committee and strategy.

This has helped formalise the journey the business is on to a more diverse and inclusive culture, with the Committee meeting regularly to track EDL's progress against our commitments.

Across EDL, we are also committed to identifying and facilitating flexible work arrangements.

Recognising that our employees have different life circumstances, we promote a variety of flexible working arrangements so all employees have the opportunity to maintain work-life balance.

EDL has a parental leave policy to allow employees to take care of their families when they need to. In 2023, we updated our paid parental leave policy to better support new employees, who are now entitled to primary and secondary parental leave after three months instead of a previous 12 months.

We also pay superannuation to the birth parent when they take unpaid parental leave and they remain eligible to be paid a bonus.



WORK180 endorsed employer

EDL is proud to be endorsed by WORK180 as an employer of choice for women.

WORK180 enables women to choose workplaces where they can thrive. They promote organizational standards that raise the bar for women in the workplace—only endorsing employers that are committed to making real progress so that all women can expect better.

EDL has strategies in place across the 10 key WORK180 standards, including pay equity, inclusive hiring practices, flexible working arrangements, shared caring responsibility, career development and representative leadership.

EDL is one of Australia's Top 101 Employers for Women in 2024, recognised for our score in the WORK180 DEI Assessment and making progress across the 10 key standards to drive gender equity in the workplace.



National Apprenticeship Strategy

EDL's national apprenticeship strategy means that **70% of our Australian apprentices are female** and currently working towards joining our operations teams.

EDL's National Maintenance Facility (NMF) in Western Sydney, has also run a school-based Women in Trades program since 2017. Since 2021, group training organisation Migas partnered with us on this program, with four New South Wales High Schools now participating.

[Read more here.](#)

"In 2024, the program has expanded to include three more local schools, and we are also trying to introduce a Women in Trades expo at the end of the year. We have students enrolling in the course a year ahead."

- Neil King, NMF Manager

Updated Parental Leave Policy

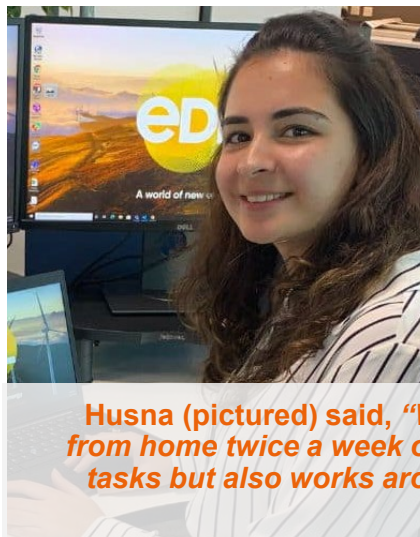
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Pamela Johnson was three-and-a-half months pregnant when she applied for a Project Manager role with EDL.

[Read more here.](#)



Pamela (left) said, "This change to the parental leave policy has so many wonderful knock-on effects, like encouraging women to move into the best roles for them and their career and not having to think about their family planning as part of that decision."



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In November, 2023 Work180 featured a story with Husna Abid, a humanitarian migrant from Afghanistan who first interned with EDL in 2021 before joining us as a Graduate Accountant the following year.

[Read more here.](#)

Husna (pictured) said, "Working at EDL is flexible, and I have the option of working from home twice a week or when I need to. My work at EDL not only works around my tasks but also works around my personal commitments, and I appreciate that a lot. There is a level of trust there."