

Gender Pay Gap



2025 Employer Statement

Organisational context

At EDL, we believe that a **diverse workforce and an inclusive culture** are essential to achieving our vision of being the **leading global producer of sustainable distributed energy**. We are committed to fostering a workplace where everyone has equal opportunities to thrive.

For the **2023-24 reporting period, EDL's average gender pay gap was 21.9%**, down from **36.8% in 2020-21 and 26.2% in 2022-23**—demonstrating our ongoing commitment to closing the gap. While we are making progress, we acknowledge there is more to do.

Like many companies in the energy industry, EDL has historically had a predominantly male workforce. To drive meaningful change, we set a **target in 2018 to double female participation to 25%**. We achieved this in 2023, and today, our **female workforce has grown to 30%**, with **strong female representation in leadership**—including **two women on our seven-member global Executive Leadership Team** and many others in **senior functional and technical roles**.

We are also focused on addressing **gender representation in our remote operations workforce**, which remains predominantly male. Many of these roles require **specialised trade qualifications**, which are in high demand across the mining and resources sectors. To bridge this gap, we have implemented a **national apprenticeship strategy**, with **64% of our apprentices now women**. This initiative is a **key step towards long-term, sustainable change** in gender diversity at EDL.

As part of our broader commitment to fostering an **equitable and inclusive workplace**, we have proudly **partnered with WORK180 since 2022**. WORK180 promotes **organisational standards that raise the bar for women in the workplace**, endorsing only employers committed to making real progress. In July 2024, WORK180 featured the story of Gloria Jazdan, a refugee from Syria who first interned with EDL in 2019 before permanently joining us as a Business Systems Analyst in 2023. Gloria, who received the 2024 EDL CEO's 'Can Do' Award, shared:

"One of the things I love about EDL is that I honestly can't relate to the gender bias some of my friends have shared from their experiences and careers. It empowers me with the knowledge that I can progress in my career."

Our commitment to equal remuneration is reinforced through annual pay reviews conducted by our Executive Leadership Team. We support the enhanced transparency of public gender pay gap reporting and remain dedicated to reducing our pay gap through targeted actions, workforce development and leadership accountability.

At EDL, we know that **real change takes time, sustained effort, and a commitment to continuous improvement**.

Through strong partnerships, meaningful initiatives, and a culture of accountability, we will continue working towards **diversity, equity and inclusion** being embedded in everything we do.

James Harman
Chief Executive Officer, EDL



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 salary reviews of what men and women at EDL are being paid for comparable roles, to identify and address gender pay gaps.



Our approach to flexible working

At EDL, we recognise the importance of flexible working arrangement—embracing flexibility well before the COVID-19 pandemic brought it to the forefront.

Over the years, we have continuously evolved our approach to ensure our employees can achieve work-life balance, catering to diverse life circumstances.

We remain committed to flexibility and have worked diligently to maintain a balanced work-from-home and in-office arrangement. By offering more adaptable options than many other workplaces, we enable our employees to thrive both professionally and personally while supporting the diverse needs of our workforce.

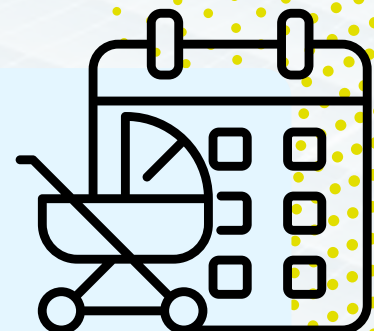


Supporting parents at every stage

EDL has a parental leave policy designed to support employees in caring for their families. In 2023, we enhanced our paid parental leave policy to better accommodate new employees, reducing the eligibility period for primary and secondary parental leave from 12 months to just three months. And we are always looking for ways we can do more.

To further support parents, EDL pays superannuation to the birth parent during unpaid parental leave, ensuring they can maintain financial stability and they remain eligible to receive bonuses during this time.

We are also developing a comprehensive program to support parents at every stage of their journey—starting from when they first consider taking parental leave, through their time away, and extending to the crucial first 12 months back at work. This full-circle approach reflects our commitment to fostering an inclusive and supportive workplace for all.



Appendix - case studies

National apprenticeship strategy

EDL's national apprenticeship strategy means that 64% of our Australian apprentices are female, working towards careers in our operations teams.

At our Redhill landfill gas power station in Perth, WA, our experienced operators are providing guidance and mentorship to young female apprentices, equipping them with the additional knowledge and support needed for a successful fly-in, fly-out (FIFO) career. This includes practical training beyond a standard apprenticeship—helping them navigate the unique challenges of FIFO work and thrive in the energy industry.

Over the last 12 months, we have celebrated three female apprentices successfully completing their apprenticeships and stepping into full-time roles at EDL. Over the next 12 months, we will see another two female apprentices complete the program.

In addition, our National Maintenance Facility in Western Sydney has run a school-based Women in Trades program since 2017. In partnership with Migas since 2021, this initiative includes four New South Wales high schools, providing young women with hands-on experience and career pathways into trades.



Supporting career pathways

In 2024, EDL expanded its Executive Leadership Team (ELT) to include a Head of Growth, Technology and Strategy, with Natalie Rose appointed to the role while she was on parental leave.

Natalie first joined EDL in 2017 as Business Development Manager in Remote Energy, before transitioning to Clean Energy, where she was responsible for driving growth on the East Coast of Australia including new market entry, renewables and growing the core business, as well as leading merger and acquisition efforts in the UK and US.

Throughout her journey, EDL's support has made it possible for Natalie to balance career and family. Taking parental leave in 2018/19 and again in 2023/24, EDL's flexible work arrangements enabled a smooth transition back and into an Executive Leadership role.

"EDL's flexibility allowed me to grow my career without sacrificing time with my family," said Natalie.

"EDL also provided on-the-job learning, deepening expertise in technical, project delivery and market factors."

At EDL, career growth and family commitments go hand in hand, fostering an environment where employees can thrive professionally while maintaining work-life balance.

