

ACOR Consultants Gender Pay Gap Statement

ACOR Consultants was founded in 1997 by engineering professionals and offers unique multidisciplinary consulting services. We have grown into one of Australia's largest employee-owned engineering firms with around 500 employees nationwide.

Diversity is a strength for any organisation and ACOR values the benefits that are derived from having an equitable and inclusive workforce. We recognise the positive impacts on collaboration, creativity, and innovation as mutual rewards to be shared with our staff, clients, and community. ACOR's commitment to enhancing diversity and inclusion is aligned with our values and our mission, and this is reflected in our status as a WGEA Equal Opportunity Employer and Diversity Council of Australia 'Inclusive Employer' (2022-2023).

The gender pay gap is broadly speaking a measure of the imbalance of genders across job levels and therefore levels of remuneration. Our median total remuneration gender pay gap of 29.6% (on 31 Mar 2023) is reflective of the need for ACOR, and collectively our wider industry, to more proactively attract, develop, and retain a better gender balance of employees. ACOR has a current workforce gender ratio of 28% females and 72% males and we are working towards improving this balance.

To progressively address the imbalance of gender across ACOR we are focusing our efforts on a number of key areas, including:

- Clearer hiring and promotion processes prioritising equality when assessing performance and potential.
- Greater analysis of data in remuneration reviews to mitigate implications of unconscious bias in decision making.
- Succession planning to identify and nurture an improved gender balanced talent pipeline, in particular at leadership levels.
- Encouragement of all staff to access our options for flexible working arrangements including hybrid working, flexible work hours, part-time options, and non-gender based paid parental leave.
- Providing superannuation contributions for a component of unpaid parental leave.
- Investment in professional development sessions and networking opportunities specifically tailored for female employees.
- Building partnerships with credible organisations focused on attracting women into STEM careers through programs with Engineers Australia and high schools, and CSIRO (YIWSA).

ACOR Consultants acknowledges the factors that contribute to the gender imbalance and pay gap, and improvement is needed. We are committed to creating a more equitable and inclusive workplace where our people thrive.

Regards

ACOR Consultants Pty Ltd

A handwritten signature in black ink, appearing to read 'Michael Goodwin', with a stylized flourish at the end.

Michael Goodwin
Managing Director