

## TONKIN + TAYLOR GROUP PAY TRANSPARENCY REPORT

At Tonkin + Taylor Group, we are committed to creating and sustaining a better world by having a positive impact on our people, communities and environment. Our values of “everyone matters” means exactly that and supports transparency, fairness and equity for all our people.



Measuring our [Gender Pay Gap](#) is one of the ways we hold up our values and keep ourselves progressing in the right direction. In recent years, we also have taken steps to streamline our internal processes as a group, alongside the introduction of a role grading framework that allows us to increase transparency relating to roles, salary and progression for our people, while also providing us a foundation for to benchmark salaries to market more effectively. We knew that one of the significant benefits from this shift would result in a clean platform for T+T group to start measuring our [Gender Pay Equity Gap](#) in a consistent and reliable way.

Our decision to publicly report on Mind the Gap in 2024 highlights our commitment to intentionally seeking balanced representation and reward across our businesses in an effort to reduce and ultimately close the gender pay gap.

### A note on our data:

When discussing the gender pay gap, it's important to recognise that the available data does not fully represent the diverse gender identities within T+T Group, such as non-binary individuals. We are committed to promoting inclusivity and fairness for all our staff members, of all gender identities. Moving forward, we aim to refine our data collection methods and reporting processes to better encompass the experiences of all our employees.

This reporting methodology uses fixed remuneration as the comparison and includes permanent and fixed term employees only.

*Please note the data for Australia in this report may not match the publicly available WGEA reporting as there are differences in the methodology used.*

### What is the Gender Pay Gap?

The gap refers to the difference in median earnings between women and men within an organisation, regardless of their role or experience. The gap is expressed as a percentage and when it results in a positive number, (e.g. 18%) it indicates median earnings for men are greater than median earnings for women. If the percentage results in a negative number (-2%), it indicates the gap is in favour of women. A result of 0% indicates there is no pay gap.

The gender pay gap is a complex issue influenced by various factors including historical societal norms, occupational segregation, discrimination, educational attainment, and career interruptions due to caregiving responsibilities. Typically, an organisation needs men and women to be evenly represented and rewarded across all levels to close the gap.

It is important to understand that there is also the possibility that as organisations develop initiatives and take action to support reducing the gap in the long term, the pay gap % can get worse before it gets better. An example of this could be initiatives to support and encourage more women into Engineering may result in increased female representation, however an increased representation at

graduate levels will result in more females in lower paid roles in the short term which can impact/reduce the median pay calculation for females and increase the reporting pay gap %.

$$\frac{\text{MEDIAN FEMALE EARNINGS}}{\text{MEDIAN MALE EARNINGS}} \times 100\%$$

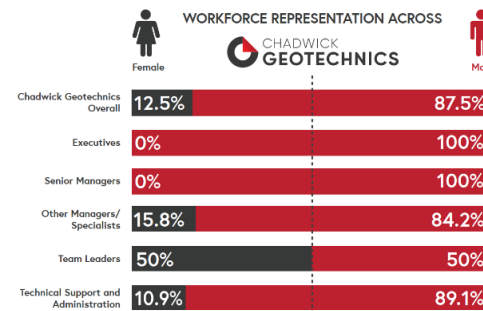
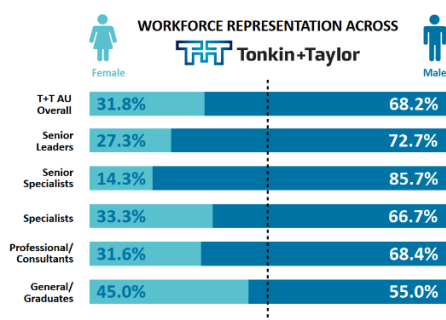
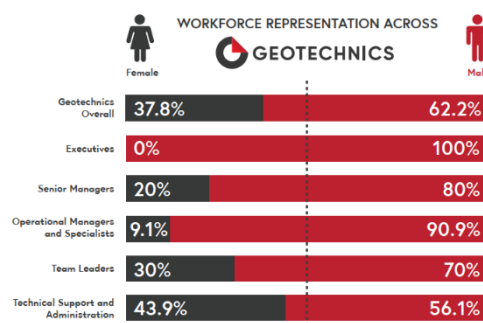
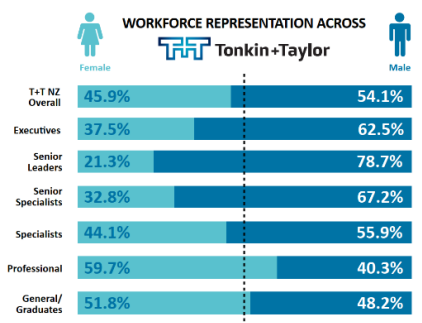
We are proud to share our Gender Pay Gap journey across all Tonkin + Taylor Group operating companies:

- Tonkin + Taylor New Zealand: 23% in 2023, 20% in 2024.
- Geotechnics NZ: 15% in 2023, 15% in 2024
- Tonkin + Taylor Australia: 23% in 2023, 21% in 2024.
- Chadwick Geotechnics Australia: 1% in 2023, -11% in 2024.

### What is Gender Pay Equity?

The gender pay equity gap refers to the difference in the median earnings between men and women for similar work. Often organisations will have their own internal categorisation to compare similar levels of work.

This gap can occur for various reasons, including bias/discrimination, differences in career choices, and disparities in opportunities for advancement and negotiation. Addressing the gender pay equity gap involves efforts to ensure that men and women are well represented at all levels, paid fairly and equally for their work, regardless of their gender.



### Our Gender Pay Equity Gap across all Tonkin + Taylor Group operating companies:

- Tonkin & Taylor NZ: 1.3%
- Geotechnics NZ: -5.1%
- Tonkin + Taylor Australia: 2.6%
- Chadwick Geotechnics Australia: -0.5%