



Statement to Workplace Gender Equality Agency (WGEA)

January 2024

At DRA Global, we firmly believe in promoting gender diversity and equality in the workplace. We are committed to creating an environment that is free from discrimination and bias of any kind, including those related to gender. Every individual, regardless of gender identity, is valued, respected, and supported for their unique attributes, perspective, skills, and experiences.

We actively strive to provide equal opportunities for career growth and advancement for all team members, regardless of gender. This commitment extends to our approach in sourcing and recruitment, training and development programs, career progression and promotion processes, ensuring that everyone has a fair chance to excel and contribute to the success of our business. It is important to highlight that DRA does not discriminate nor pay people differently based on their gender.

We value diversity not only for its inherent benefits but also for its pivotal role in achieving our strategic objectives. Accordingly, our dedication to diversity is ingrained in our core values of People, Safety, Trust, Integrity, Excellence, and Courage. We are committed to continuously improving and evolving our practices to ensure that all our team members feel valued, respected, and included.

Overall, we note that DRA is slightly below the national and industry average with our gender pay gap favouring men. We recognise that more action is necessary to meaningfully improve this position.

The gender pay gap is unfortunately influenced by the heavy male population within our industry group (professional, scientific, and technical services) and consequently our workforce composition is male dominated in both management and non-management roles. While we will continue to recruit females when they are identified as the best suited candidate for a role, we envisaged that lower female participation rates in the industry group will remain a challenge for the recruitment of new talent for the foreseeable future.

As a result of internal promotions, we have increased our female participation rate in non-managerial roles. The primary occupation category for both female and male was Professionals in the 2022-2023 submission. Since implementing



flexible working arrangements there has been a significant increase in participation rates across the business, DRA will continue to support this trend.

This year's data reflects marginal progress towards closing the gender pay gap and we aspire to focus our efforts to improve. We take seriously our commitment to making DRA a place where women want to work and are valued. We are on a continuous mission to close the gender gap with dedicated strategies to facilitate this process.

Visit the WGEA website: [WGEA Data Explorer | WGEA](#)

- ENDS -

For more information:

Phone: +61 8 6163 5900

Level 7, 256 Adelaide Terrace
Perth WA 6000