



**TALISON
LITHIUM**

WGEA Employer Statement

Our Gender Pay Gap

Gender pay gap information within this statement has been calculated using the pay data for 629 Talison Lithium employees, and covers the 12 months prior to 31 March 2023.





Our Gender Pay Gap

At Talison, we strive to create a diverse and inclusive workforce, one that celebrates and respects our differences. We recognise that the talent of our people is fundamental to our success and are committed to fostering a culture of gender equality and ensuring that everyone is treated with fairness.

The latest Workplace Gender Equality Agency (WGEA) report sheds light on areas where we have made some progress, and areas where we have fallen well short in addressing the gender pay gap.

It is evident from this report that our efforts to address the gender pay gap have not been sufficient, and that we must develop a comprehensive strategy with the support of our board, management, and staff across the organisation to achieve better gender pay parity as a matter of priority.

Over the past three years we have made some improvements to female representation at Talison, from 26.6% to 28.3%. Although this is above average in an industry that is predominantly male dominated, we are determined to better leverage this momentum to make more significant progress.

As indicated in our 2022–2023 WGEA submission, our mean total remuneration gender pay gap was 18.0%, favoured towards men, which although reduced by 9.0% in the last three years, still remains above industry average. Additionally, our median total remuneration gender pay gap has continued to fluctuate around 24.4%, without substantial change.

Moving forward, we are committed to implementing more robust strategies and initiatives to close the gender pay gap within our organisation. This includes setting gender targets in our incentive schemes and reviewing our hiring practices, promotions, and role evaluation processes, to mitigate bias and ensure equal opportunities for advancement.

At Talison, we believe there are two primary factors contributing to our gender pay gap:

1 Gender imbalance

There are still proportionally fewer women working at our most senior levels. Pay is higher at more senior levels, so this imbalance in gender representation across levels, results in a gender pay gap between men and women. By refocusing our recruitment strategy to attract more diverse candidates, actively promoting gender diversity at all levels of our organisation, and supporting and developing our employees, we will work towards our goal of creating a more representative and diverse workforce, which will significantly contribute to narrowing the gender pay gap.

2 Roles with higher paying premiums are male dominated

A discrepancy exists in the gender representation within shift work, with a disproportionate number of men participating in this type of work compared to women. This difference is particularly impactful as shift work often includes additional roster allowances which contribute to an augmented remuneration for male employees and consequently widening the gender pay gap. To actively mitigate this disparity, we are committed to reviewing our policies and practices to promote equal opportunity and flexible working arrangements.

Closing the gender pay gap at Talison is important to ensure fairness for all employees and a representative and diverse workforce. While we recognise the complexity and long-term nature of this endeavour, we remain dedicated to implementing effective measures to rectify the imbalance. We will regularly monitor and report our progress to the Workplace Gender Equality Agency and other relevant stakeholders and hold ourselves accountable to our commitment to create a workplace where everyone has an equal opportunity to thrive.



Lorry Mignacca
Chief Executive Officer



Key Terms

Gender Pay Gap: The difference in the average earnings of all men and all women across an organisation, expressed as a percentage of men's average earnings. The gender pay gap is not the same as equal pay.

Equal Pay: Where women and men are paid the same for performing the same role or different work of equal or comparable value.

Earnings: The total earning capacity of each employee if they had worked a full year for full-time hours. This includes base salary, allowances, bonuses, and overtime.

Mean: The difference between the average earnings for all women and the average earnings for all men.

Median: The number that falls into the middle when everyone's earnings are lined up from smallest to largest.