



2023

Submission group: Keller Australia Pty Ltd 22-23
GENDER PAYGAP REPORT



Building the foundations for a sustainable future





Keller's Commitment to Gender Equality

Keller is committed to being a diverse and inclusive place to work, reflecting the world in which we operate. We continue to build on our culture where everyone at Keller has equal access to opportunities and our people advance on merit. Our competitive advantage stems from the collective experiences, perspectives, and backgrounds of our workforce. Leveraging this diversity provides innovative solutions for an increasingly challenging environment. We understand there is still much work to do, and meaningful change can take time; however, we are proud of the action we are taking and will continue in our efforts to support women across Keller.

For the benefit of this report, "Keller" refers to the submission group for entities Keller Pty Ltd, Keller Australia Pty Ltd and Austral Construction Pty Ltd.

Understanding our Gender pay gap

The gender pay gap is the difference in average earnings between women and men in the workforce. It does not measure equal pay, which relates to what women and men are paid for the same jobs or work of equal value.

This statement is in response to our gender equality report submitted for the period covering April 1, 2022, to March 31, 2023.

In 2023, the median base salary gender pay gap at Keller was 11.2% which was below both the industry comparison of 11.5% and the national comparison of 13%. However, Keller's median total remuneration pay gap was 36%, whilst an improvement from the previous reporting period it is still above the industry comparison of 31.3%.

Keller's gender pay gap is typical of our sector. As a geotechnical engineering business, Keller operates in an industry with a high number of men in engineering and technical roles in which 90% of our workforce is male. A key contributor to this is fewer women than men graduating with engineering qualifications from university leading to under-representation of qualified female candidates in the market. Amongst our field staff, there is even less female representation, which is typical of the industry.

Of this workforce over 50% are site operatives on our construction sites, covered by Enterprise Bargaining Agreements. Due to the job requirements and location of the project sites, these roles often require overtime and attract extra allowances, thus contributing to the total remuneration gap.

In March of 2023, women made up 10% of the Keller workforce but only 2% were in the top pay quartile. That said, Keller Pty Ltd have a female Managing Director and since 2024, 19% of our senior leadership team is female across Keller Pty Ltd and Austral Construction Pty Ltd. Also, we have equal representation of men and women on our Keller Group plc board, something we are proud of and is atypical in our sector.



What are we doing to improve representation?

Listening to our workforce

We have facilitated listening sessions with women working in our offices, project sites and plant and equipment workshops to understand the unique challenges they face. As a result, we continue to identify the key themes and take action to make changes, ensuring group minimum standards are in place and that we are embedding a culture of respect and inclusivity. This is assisted by workshops held to help business unit teams develop local action plans.

Keller Women in Construction (KWIC)

Keller Women in Construction is an internal program committed to attracting, inspiring, supporting and developing women in the company. KWIC offers everyone opportunities to share thoughts, resources, and ideas to promote professional development within our organisation and the construction industry. One of the initiatives that KWIC has run is a female centered mentoring scheme in which females across AMEA (Asia Pacific, Middle East, and Africa), including Australia will receive a mentor from the business. The mentoring program supports professional growth, networking and guidance.

Employer Attractiveness

Keller seeks to attract more women and understands that by not doing so it deprives itself from an obvious pool of talent.

We have recently updated our career page to increase attractiveness and accessibility to our vacancies. Amongst our internal talent market, we often promote opportunities amongst the team. We have a diversity, equity and inclusion policy that outlines our approach to promote equal opportunities amongst all applicants and supporting career development.

Next generation of female engineers

We continue to work with several universities to attract young professionals into the sector. In 2024 we are launching our Graduate Program, seeking to attract graduates a combination of on the job learning and on a rotational structure. Included in a mentoring program designed to provide guidance and support for their career. We also employ a number of engineering interns who work for Keller while completing their engineering degree, students have the opportunity to acquire valuable hands-on work experience, which aids in bolstering their career prospects upon graduation.

Tracking and reporting

Keller tracks gender diversity statistics, including metrics around hiring and retention rates to gain insights into our workforce and make changes where necessary.



Gender pay parity

Keller conducts an annual remuneration review process; this includes assessing pay parity that women in similar roles to men are paid equally.

Parental Leave Support and flexible working options

Keller offers above industry for paid parental leave. We also provide flexible work opportunities to enable our employees to support family and personal commitments.

Pay equality is one of Keller's business values and we will continue in our efforts towards this.

Future reporting

Keller will continue to make a commitment to supporting necessary steps to close the gender pay gap within our organisation. We will continue to publish our data in line with the Workplace Gender Equality Act.

Previously Keller Pty Ltd, Keller Australia Pty Ltd and Austral Construction Pty Ltd have reported as a submission group, however, for the next reporting period, 2023-2024, Austral Construction Pty Ltd will report separately to Keller Australia Pty Ltd and Keller Pty Ltd.