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AUSTRALIATEL +61 2 4930 2600
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Employer Statement**

The Bloomfield Group, reporting under Big Ben Holdings Pty Ltd, supports the publication by the Workplace Gender Equality Agency (WGEA) of employer gender pay gap data.

At The Bloomfield Group, we believe that a diverse and inclusive workforce is key to our long-term success. We demonstrate this through our *Diversity and Inclusion Committee's* work, recruitment drives, scholarships and vacation employment, and initiatives designed to attract, develop, and retain women in our workforce.

Investment in training new female entrants to the industry for long-term, rewarding careers can negatively influence the gender pay gap in the short term. This is evident in our tradespeople where women are less than one percent of the total category but two-thirds of the women are apprentices. Until the proportion of fully qualified tradeswomen in the total meets or exceeds the proportion of women who are apprentices, the data will show a gender pay gap.

While our Board includes two female directors and our Group Strategy Team has two female senior managers, our mid-tier managerial and operations teams continue to be male-dominated. Compared to their representation in our workforce, a higher proportion of the women we employ are in trainee, apprentice, graduate, support services, or part-time roles.

These factors influence our average total remuneration pay gap of 16.5% and the median of 29.6%, between males and females in our organisation.

In a review of our Industry Benchmark Report, the Group noticed that it is compared incorrectly to the Administrative and Support Services industry rather than the Coal Mining industry and engineering sector which a majority of our employees are engaged in. This will be corrected in future reporting periods.

The Bloomfield Group is wholly committed to actions to improve gender equality. To achieve this, we have developed and are implementing a Diversity and Inclusion (D&I) Strategy, which has three key areas of focus right now which are; *Inclusive Leadership, Broadening our Flexible Work Opportunities, and Safe, Fit-for-Purpose, and Inclusive Facilities.*

We are also in the process of further detailing how we are addressing the six Gender Equality Indicators (GEIs) identified by WGEA in the gender equality annual reporting. This strategy will be developed by 1 April 2024.

We look forward to sharing our progress on addressing the gender pay gap.



Brett Lewis
Managing Director/ CEO