

8 December 2016

## **TRANSURBAN AWARDED WGEA EMPLOYER OF CHOICE FOR GENDER EQUALITY CITATION**

For the third consecutive year Transurban has been recognised by the Workplace Gender Equality Agency with an Employer of Choice for Gender Equality (EOCGE) citation.

Transurban was one of 106 organisations Australia-wide to meet the rigorous criteria required to be awarded citation this year, and only one of two from the transport sector.

Transurban CEO Scott Charlton said Transurban was an Australian leader in workplace gender equality, with approximately half of its workforce female.

“We’re very proud to be acknowledged as being at the forefront of driving positive change in diversity. Transurban has long been a diverse and equitable workplace that values cultural differences and gender equality.

“There is more work ahead to level the playing field for men and women in Australian workplaces, and Transurban will continue to lead the charge in encouraging, mentoring and promoting women in our ranks.

“We’ve seen first-hand that building more diverse teams by gender, age and cultural background makes us stronger and higher performing.”

Historically Transurban has maintained a steady balance between men and women in its workforce. In FY16 women at Transurban comprised 45% of total employees.

Transurban employs a range of activities and initiatives to support gender equality at work, including flexible working, an ‘equal pay for equal work’ remuneration policy, parental leave policies and arrangements to support both women and men as carers, and scholarships to encourage more women to pursue careers in engineering and other traditionally male-dominated disciplines.

The WGEA EOCGE citation recognises organisations that demonstrate an active commitment to gender equality in the workplace, with a focus on removing the structural and cultural barriers that prevent the full participation of women at work.

ENDS

## Diversity at Transurban

- Transurban has conducted an annual pay equity review since May 2012. Comparatively, 73% of Australian employers have not undertaken a remuneration gap analysis in the past 12 months (2016 WGEA gender equality scorecard)
- The 2016 Transurban pay equity review showed continual improvement and no significant pay gap between men and women. Comparatively the current pay gap in Australian in average full-time equivalent earnings is 23.1% (WGEA)
- Transurban's board comprises one third women, including the recent appointment of Dr Jane Wilson. Direct CEO reports comprise one third women

## Key initiatives

- 16 weeks paid primary carers leave (compares to WGEA average of 9.7 weeks paid primary carer's leave)
- Proactively encouraging men to take paid primary carers leave
- Domestic violence policy and education program for managers (Only 39.3% of organisations have a domestic violence policy and/or strategy and 11.0% of organisations train key staff to handle cases where employees experience domestic violence)
- FEET (females excelling in engineering & technology) program encourages/supports female undergraduates through the provision of work experience and mentoring

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