

Megaport Gender Pay Gap Employer Statement

Megaport reports annually on our (Australian) workplace profile to Workplace Gender Equality Agency (WGEA) - an Australian Government statutory agency responsible for administering the *Workplace Gender Equality Act 2012*.

Megaport is focussed on creating a diverse workforce that supports its people, partners, customers and community. We are committed to promoting a culture of excellence in the employment, recruitment, and promotion of our employees, consultants and executive management, regardless gender.

We are working hard to increase female representation in our workforce as outlined in our [Diversity Measurable Objectives](#). We are on track to achieve or exceed our diversity targets for senior management and board roles for FY24, with 50% of our board and 42% of our senior management team being female. Additionally, Megaport offers benefits to staff that exceed statutory entitlements, such as 12 weeks paid parental leave and payment of superannuation during leave, for both primary and secondary carers regardless of gender. This leave is also accessible as stillbirth or early loss bereavement leave.

The average gender pay gap across Megaport is 9.1%, which indicates that men earn more than women in our organisation on average. Megaport does not pay staff differently based on their gender. The gender gap is caused by us having a lower proportion of females in the general workforce. Megaport has a workforce that is presently 70% male, 27% female and 3% not declared. The technology industry is still heavily male-dominated in some occupations, with female representation on average around 26% globally. **Despite the percentage of women in our general workforce, our gender pay gap of 9.1% is significantly below the industry comparison of 23.5%.**

Our recruitment practices focus on worker attributes, skills, and experience. Our recent experience is that more men than women are applying for work in the areas we're recruiting in. We are committed to having an employee base that delivers high-quality services, not a workforce that is built on gender balance objectives. Megaport is actively working to attract and retain a more diverse workforce, including a greater percentage of women.

Megaport uses data to inform targeted actions to drive improvements and our pay gap is an important source of such data. Megaport is committed to preventing gender pay gaps. Several strategies and initiatives have been or will be implemented, including:

Megaport commits to:

1. **Ongoing review of Pay Practices:** We will regularly analyze pay equity to identify and rectify gender-based disparities.
2. **Equal Opportunities:** We will continue to provide equal opportunities for career growth, professional development, and promotions for our people, based solely on merit and qualifications.
3. **Inclusive Culture & Policies:** We will promote an inclusive culture that values diverse perspectives, where all employees feel heard, respected, and empowered to contribute their best. We will continue to review and refine our policies and procedures to ensure they promote fairness and equity in hiring and leadership.
4. **Education and Training:** We will continue to offer training and education programs to raise awareness of gender biases, empowering our employees to recognise and address these issues within our workplace. We also offer mentorship programs and initiatives that facilitate career growth for all employees, irrespective of gender.

We acknowledge that effort and collaboration are essential for making meaningful change and sustaining progress. Megaport's vision is to be a workplace where every individual, irrespective of gender, feels valued and fairly compensated for their contributions.

Reducing the gender pay gap is a complex but critical objective. By implementing targeted strategies and fostering an inclusive workplace culture, we aim to maintain a fair and equitable environment where all employees are valued equally for their contributions.

Michael Reid

Michael Reid (Feb 22, 2024 14:07 GMT+10)

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CEO, Megaport

February 2024