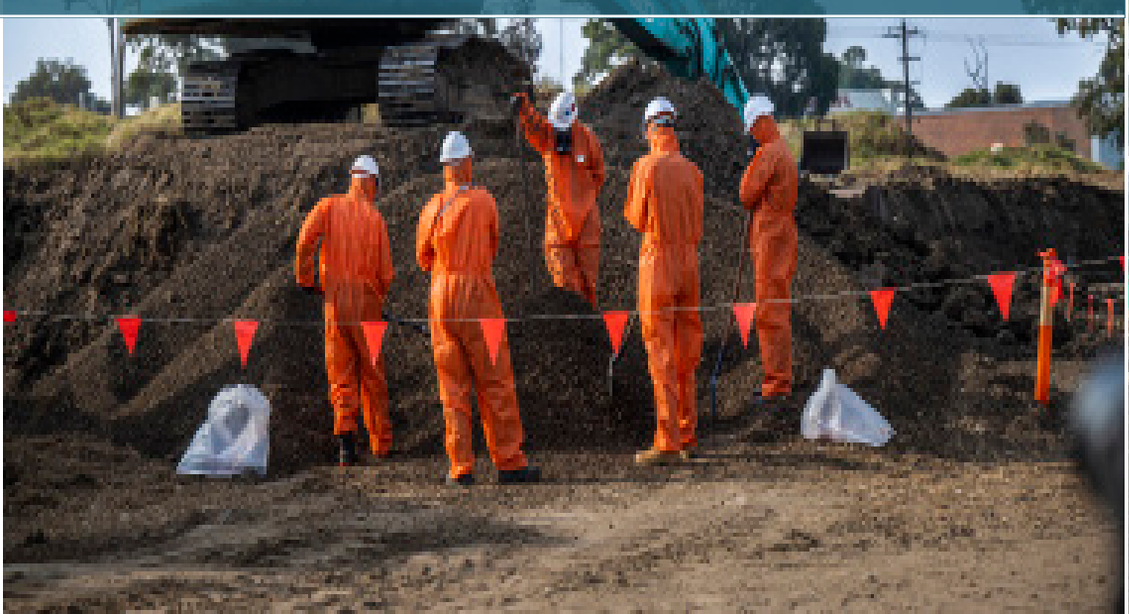
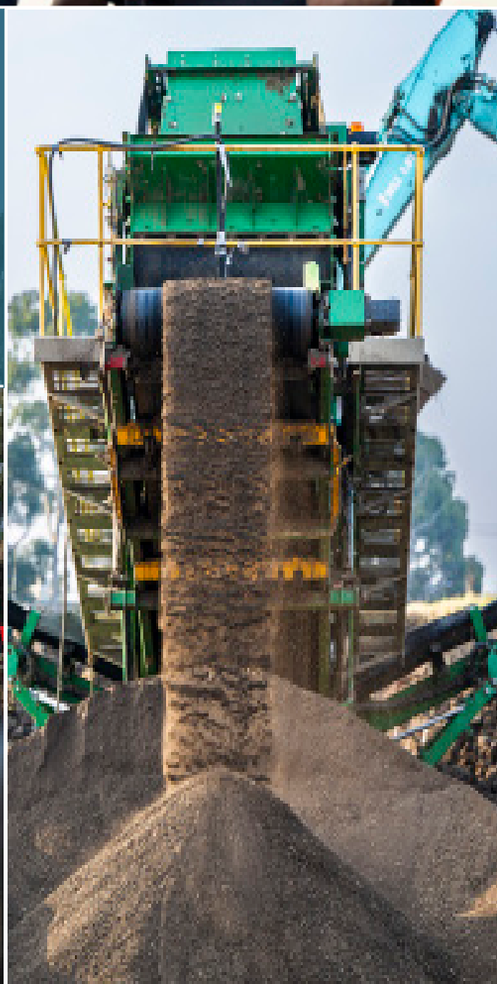
ENVIROPACIFIC

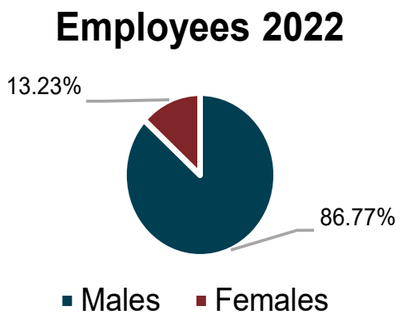
WGEA STATEMENT

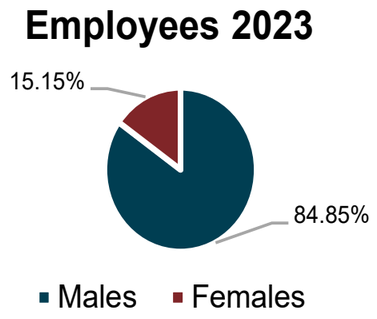




WORKFORCE COMPOSITION

As of March 2023, Enviropacific employed 396 staff, with just over 15% of employees identified as female. This has increased from 13.23% female representation in 2022, although we note that we still have some work to do to increase female participation in the company.



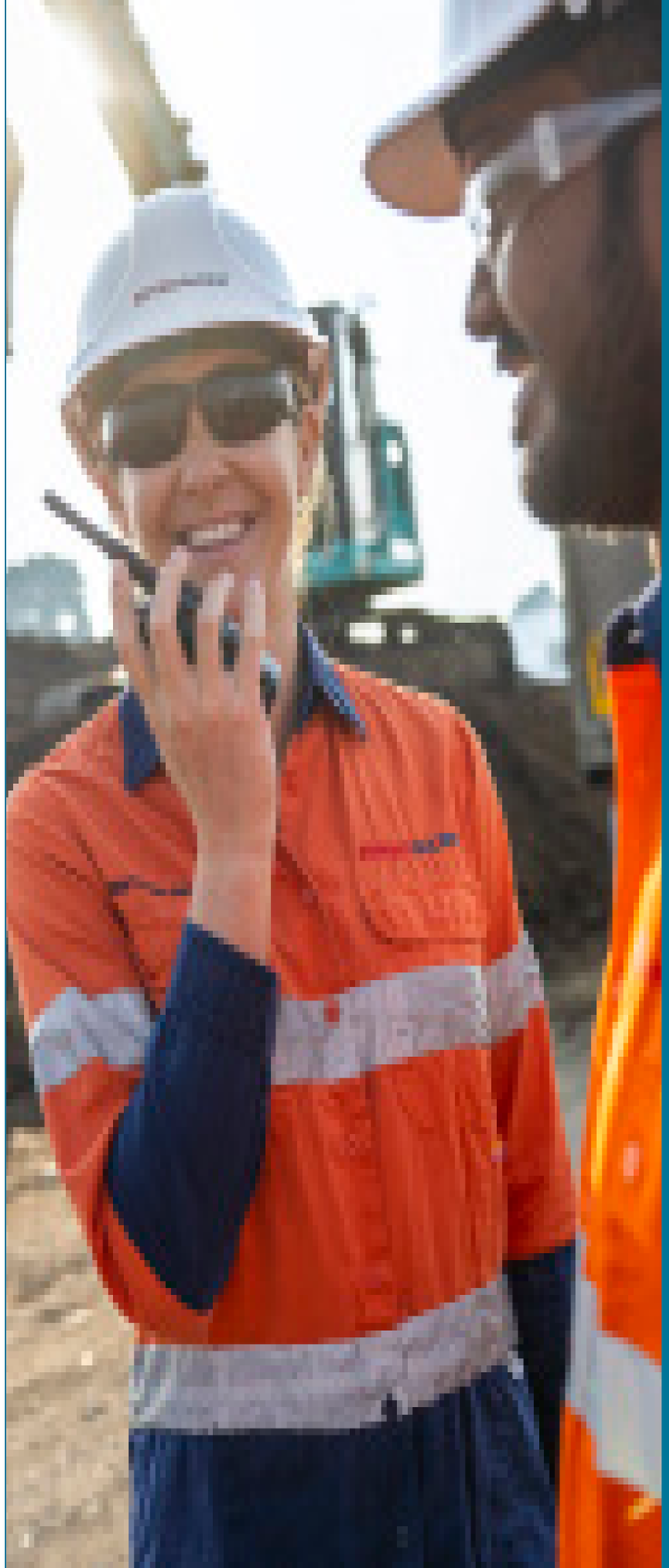


Enviropacific has a predominantly male workforce, with the majority of employees working full-time. Although we are actively striving to increase the representation of full-time female workers, the proportion of women in part-time and casual roles is currently lower than the industry average.

This is primarily due to the fact that a significant number of women hold full-time administrative positions within our organization.

On the other hand, our casual workforce mainly consists of site workers, such as labourers, and is predominantly male. At Enviropacific, we understand the importance of accommodating individuals of all genders who require part-time hours to fulfill personal responsibilities. We value diversity and are committed to creating an inclusive work environment that supports the needs of our employees.

	Enviropacific		Industry Comparison	
	Women	Men	Women	Men
Full-time	14%	86%	39%	61%
Part-time	58%	42%	70%	30%
Casual	12%	88%	45%	55%



GENDER PAY GAP IN THE CONSTRUCTION INDUSTRY

Equal Pay vs Gender Pay Gap

Equal Pay refers to the concept of providing equal compensation to both women and men for performing the same or comparable job. The Gender Pay Gap represents the disparity in the average is the difference in average earnings between women and men in the workforce.

At Enviropacific, we are committed to upholding the principles of Equal Pay, as legally required in Australia. There are several factors that are influencing the presence of a Gender Pay Gap within the company, including experience, part-time work, and how long employees have been in their roles.

Women at Enviropacific

While we strive to ensure equal pay for men and women in the same or similar positions, we, like many others in the construction industry, have a higher concentration of men in technically skilled roles. These roles typically command higher salaries. Additionally, men are more prevalent in site-based positions, which come with allowances and penalties that further increase their earnings. We recognize that the lack of women in high-paying management positions also contributes to our Gender Pay Gap. This issue is not unique to our company but is prevalent throughout the Australian construction industry.

At Enviropacific, we are actively taking steps to address this imbalance. We are committed to increasing the representation of women in leadership positions, as well as in site-based and technical roles. However, we remain dedicated to hiring individuals who are the best fit for the role and our organisation. By prioritizing diversity and inclusion, we aim to create a more equitable and balanced workforce. We believe that by providing equal opportunities and promoting gender diversity, we can foster a more dynamic and successful construction industry.

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GPG BY OCCUPATIONAL GROUP OVER TIME

MANAGERS

Roles	20 – 21	21 – 22	22 – 23	Industry 22 – 23
All Managers	3.8 %	13.4 %	19.9 %	26.9 %
Key Management Personnel	39.9 %	48.5 %	- 3.1 %	17.4 %
Senior Managers	44.1 %	31.2 %	26.2 %	16 %
Other Managers		26.9 %	28.2 %	20.2 %

NON-MANAGERS

Roles	20 – 21	21 – 22	22 – 23	Industry 22 – 23
Overall Non-Managers	19.9 %	19.7 %	12.9 %	22.8 %
Professionals	19.0 %	12.8 %	14.5 %	13.4 %
Technicians and Trade	- 1.5 %		26.1 %	- 86.1 %
Clerical and Administrative	51.8 %	- 10.8%	36.3 %	4.5 %

NON-MANAGERS CONT.

Roles	20 – 21	21 – 22	22 – 23	Industry 22 – 23
Sales			29.9 %	37 %
Machinery Operators and Drivers			- 7.2 %	56.1 %
Labourers			8.9 %	43.3 %

Indicates GPG is further from zero than the average for the industry comparison group

Indicates GPG is closer to zero than the average for the industry comparison group

MEAN GENDER PAY GAP

15.8%
TOTAL REMUNERATION

15.9%
BASE SALARY

‘In 2022/2023, we have seen our median gender pay gap decrease by 5.2% from 21.9% in the previous year.’

MEDIAN GENDER PAY GAP

16.7%
TOTAL REMUNERATION

16.7%
BASE SALARY

	Enviropacific	Industry Comparison
Average (mean) total remuneration	15.8%	26.6%
Medial total remuneration	16.7%	27.7%
Average (mean) base salary	15.9%	25.2%
Median base salary	16.7%	28.2%

While we can celebrate that our GPG is both less than the industry comparison as well as significantly decreased from previous years, we acknowledge that we still have a ways to go, especially with female representation in management roles.

We also acknowledge that effort needs to be made to increase female participation in technical roles and are developing strategies to encourage females to explore career options in the construction industry.

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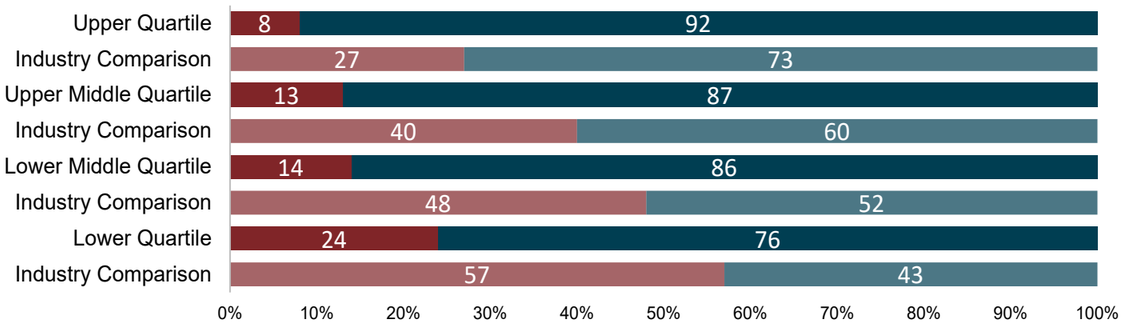
GENDER PAY GAP REPORTING

Gender Composition by Pay Quartile

A disproportionate concentration of men in upper pay quartiles and/or women in lower pay quartiles can drive a positive gender pay gap. It is noted that the presence of women in all pay quartiles is considerably lower than that of the industry comparisons.

Noting that the total workforce comprises 15% women, it is identified that a concentration of women in the lower pay quartile is a key driver of the company's gender pay gap.

This is most likely due to the prevalence of women in administrative roles, which are traditionally lower paid than technical or site roles, as well as the low proportion of women in management.



OUR ACTION PLAN

ATTRACT

Over the next year, we will be reviewing how and where we recruit, with a focus on how we can attract more females into our operational roles.

Increase our engagement with universities to raise awareness of the diverse roles available in construction and to help build talent pipelines.

Review our job advertisements to ensure they are inclusive and accessible.

Build partnerships with external organisations to create a more targeted approach to attraction.

RETAIN

Enviropacific is proud to have a team of highly skilled and talented women, and we are committed to supporting them in building successful and fulfilling careers with us.

Embed flexible working arrangements both in our offices and on our sites, allowing our employees to effectively balance their professional commitments with personal responsibilities.

Review our turnover and promotion data through a gender-focused lens.

EMPOWER AND ENGAGE

We recognise the vital role our people play in our achievements and thus, we strive to ensure their voices are heard, their decision-making abilities are empowered, and their continuous engagement in our work is fostered.

Ensure balanced representation on our development programs, ensuring equal opportunities for all.

To establish employee networks that provide a platform for individuals to unite, share their experiences, and actively contribute to the desired transformations within Enviropacific.

Equip managers with the skills to engage in open conversations about how they can best support women in their teams.

ENVIROPACIFIC

ENVIROPACIFIC IS A ENVIRONMENTALLY-FOCUSSED SERVICES BUSINESS DELIVERING SUSTAINABLE ENGINEERING AND APPLIED SCIENCE SOLUTIONS.

WE MAKE ENVIRONMENTS AND COMMUNITIES SAFER AND SUSTAINABLE BY LEVERAGING OUR KNOWLEDGE AND EXPERTISE TO HELP PREVENT, STOP AND REVERSE ENVIRONMENTAL DAMAGE.

ENVIROPACIFIC

Head Office
123 Epping Road
Macquarie Park, NSW, 2113

1300 510 407

www.enviropacific.com.au