

# Gender Pay Gap Statement

Tassal proudly employs almost 2000 passionate, hard-working people across Australia. We acknowledge that we must reflect the diversity of our customers and the communities we operate in.

At Tassal, we have zero remuneration difference for like for like positions and experience by gender.

For the 2022/2023 Workplace Gender Equity Agency (WGEA) submission we reported the median total remuneration gender pay gap for Tassal at 13.9%, ahead of the industry average figure of 18.9%.

The gender pay gap at Tassal is due to the composition of our workforce, we have a lower proportion of females in senior leadership roles (upper and middle upper quartiles) and a higher proportion in our lower paid roles (middle lower and lower quartiles).

We have seen a 2.6% improvement in our gender pay gap (median total remuneration) for the reporting period (2022/2023) in comparison to the prior reporting period (2021/2022).

Moving forward, at Tassal we are continuing to focus on:

- Increasing gender representation in senior leadership positions (Executive and Senior Management)
- Supporting a diverse, high performance and highly engaged workforce that embraces ongoing growth and development opportunities, including the continuation of our LEAP program.
- Conducting an ongoing bi-annual audit will continue to identify any gender pay gaps between our male and female staff members.
- Continue to understand the gap and the reasons for its causes, including reviewing our focused actions to ensure they are effective.

In addition, by April 2024:

- We will develop a strategy which covers each of the six Gender Equality Indicators to ensure we continue to improve our gender equity results, including the gender pay gap.

**Head of People & Communities Tassal, Kaylene Little**