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ABN 47 641 643 874

14 August 2023

## CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2022-23 reporting period:

1. Simonds Queensland Constructions Pty Ltd (ABN: 23144869643)
2. Simonds Personnel Pty Ltd (ABN: 85110193756)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.

A handwritten signature in black ink that reads "Mary Wooldridge". The signature is written in a cursive style with a horizontal line underlining the name.

Mary Wooldridge  
Chief Executive Officer

# REPORTING OVERVIEW

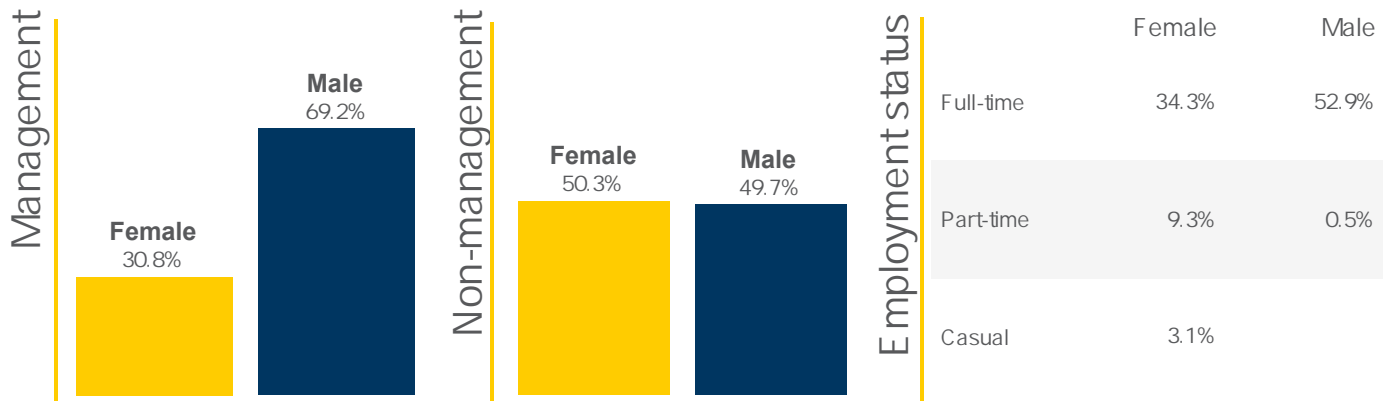
**Simonds Group Limited 22-23**  
616 employees

This Reporting Overview summarises your organisation's responses in the 2022 - 2023 Gender Equality Report, submitted in accordance with the Workplace Gender Equality Act 2012, against key areas where workplace gender inequality persists. The Gender Strategy Toolkit ([www.wgea.gov.au/tools/gender-strategy-toolkit](http://www.wgea.gov.au/tools/gender-strategy-toolkit)) provides comprehensive guidance to support organisations to take action on workplace gender equality.



## Workforce composition

Women are often underrepresented in leadership roles and overrepresented in lower-level roles.



## Employee growth\* and promotion by gender

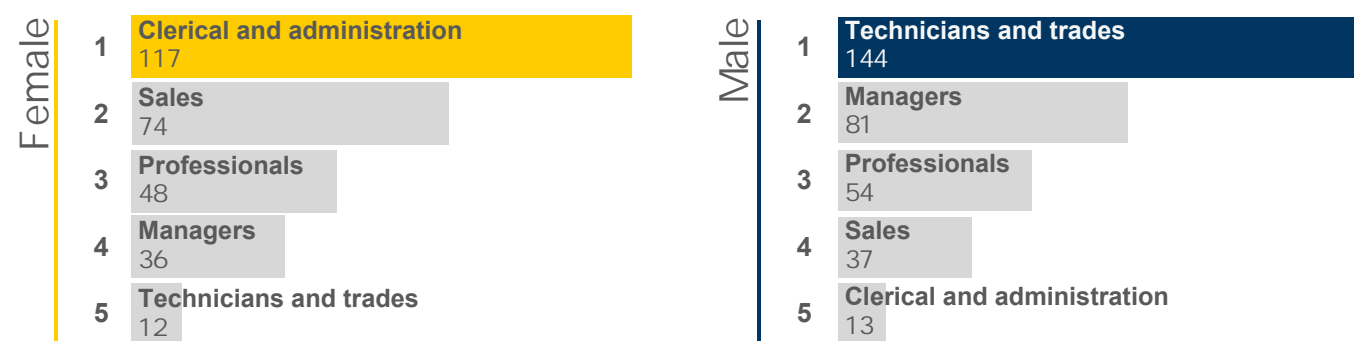


Simonds Group Limited 22-23 reported an overall growth in employee numbers for the reporting period.

Category	Female	Male
Growth		
Female managers	↑ 10	↓ -26
Female non-managers	↑ 22	↑ 26
Promotion		
Female managers	66	20
Female non-managers	42	22



## Top occupations by gender



\*Employee growth equals external appointments minus resignations

# QUESTIONNAIRE OVERVIEW

**Simonds Group Limited 22-23**  
616 employees

This section summarises your organisation's gender equality policies and practices. More than 80% of employers have policies and practices in recruitment, training and development and performance management, as primary areas where unconscious biases might occur.



## Gender equality

**Yes**

formal policy and/or strategy in place to support gender equality overall

**No**

formal policy or strategy in key performance indicators for managers relating to gender equality

**Yes**

formal policy or strategy in recruitment

**No**

formal policy or strategy in promotions



## Gender pay equity

**No**

formal policy and/or strategy on remuneration generally

**No**

analysis of payroll to determine if there are any remuneration gaps between women and men



## Employee support

**Yes**

formal policy and/or strategy to support employees experiencing family or domestic violence



## Flexible work

**Yes**

formal policy and/or strategy on flexible working arrangements



## Governing body

**Yes**

governing body for this organisation

**No**

formal selection policy and/or strategy for governing body members

\* Some companies may not have a target for Board composition if the Board is currently gender balanced

# GENDER PAY GAP SUMMARY

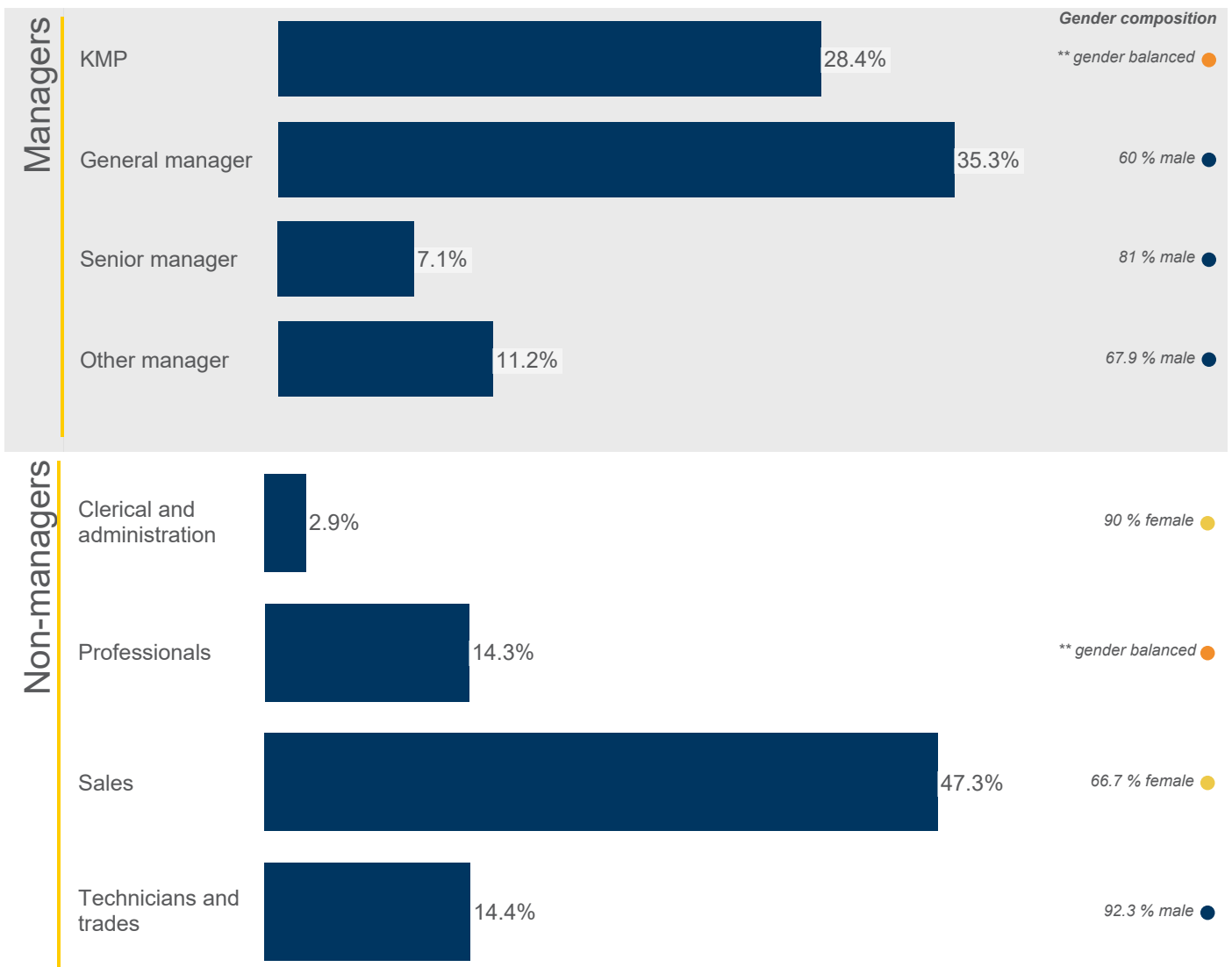
Simonds Group Limited 22-23  
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## Gender pay gap

The gender pay gap is a measure of how we value the contribution of men and women in the workforce. Men are twice as likely to be in the top earning bracket and women are 1.5 times more likely to be in the lowest.

Your gender pay gap\* is calculated using the salary and remuneration data you provided. Percentages greater than 0% represent a pay gap in favour of men. Tools are available to help you understand and take action on drivers of your organisation's gender pay gap at [www.wgea.gov.au/take-action](http://www.wgea.gov.au/take-action).

Organisation-wide gender pay gap for total remuneration: **30.7%\***.  
Pay gap favours men



\* The gender pay gap excludes:

- salary data submitted voluntarily for your CEO, Head of Business(es), and Overseas Managers.
- employees who did not receive any payment during the reporting period
- gender X, while the Workforces Gender Equality Agency establishes the baseline levels for this new data point.

For more information, visit <https://www.wgea.gov.au/the-gender-pay-gap>

\*\* Gender balanced occupational groups is when no gender exceeds 60% of the headcount for the occupational group