



At Stowe Australia, we believe in and are committed to fostering a culture of gender equality and inclusivity. We recognise the importance of creating an environment where all individuals, regardless of gender, have equal opportunities and can realize their full potential to thrive in.

Currently most of the pay gap is due to the split of our occupations by gender and also being our industry being in Trade, specifically a licenced trade attracting predominately a male employment base. The availability of female licenced electrician are also scarce in the market and in high demand which adds to the challenge of recruiting and retaining female licenced trades staff. Most of our females are in clerical and administration roles which has a lower average pay rate compared to the majority of our workforce who are in the Technician and trades category. The amount of overtime that our Technician and trades receive (due to nature of the role) also contribute significantly to the pay gap.

Our commitment to gender equality encompasses the following principals & actions:

1. **Equal Opportunities:** We are dedicated to providing equal opportunities for professional and personal growth to all individuals within our organization. Recruitment, training, and advancement processes are conducted without bias. Our female Apprenticeship intake numbers are amongst the highest in the industry.
2. **Inclusive Policies:** We are committed to developing and maintaining policies that promote inclusivity and prohibit discrimination based on gender. Our policies are designed to create a supportive and respectful workplace where diversity is celebrated.
3. **Work-Life Balance:** We understand the importance of work-life balance for all employees. Flexible work arrangements and policies are in place to accommodate the diverse needs of our workforce.
4. **Education and Awareness:** We actively promote education and awareness regarding appropriate behaviour and anti-discrimination and harassment within the workforce. Through training programs and open communication channels, we encourage dialogue, understanding, and empathy among our team members.
5. **Zero Tolerance for Harassment:** We maintain a zero-tolerance policy for any form of harassment, including gender-based harassment. These policies have most recently been reviewed and trained on for all our people managers. Our commitment is to provide a safe and respectful environment for everyone.

By adhering to these principles and continuing with more actions in this space, we aim to create a workplace that reflects the diversity of the world we live in.