

Genesis Energy Limited

Gender Gap Statement



Joy Ramos
Chemistry Lead

Having a diverse workforce is key to high performance here at Genesis. It is vital to bringing fresh perspectives to decision-making and developing the innovative solutions our customers demand.

We are passionate about creating a diverse, inclusive, and empowering place to work where everyone can be themselves, where trust and transparency helps us all to continuously learn, grow, and adapt for whatever our future brings.

In 2017 Genesis launched 'Minding the Gap', a programme to create transparency about gender pay and to drive change. We have also reported our Pay Equity Gap since 2018 and have published a gender gap statement since 2020.

There are three factors that make up our gender gap statement - the Pay Equity Gap, Gender Pay Gap, and Senior Leader Gender Diversity. These are covered in more detail on page 3.

A Pay Equity Gap examines the pay equity by level and function to ensure there is equal pay for equal work. To manage this gap, we review the Pay Equity Gap every six months and identify and address any unexplained gender pay gaps.

Our Gender Pay Gap is largely made up of the difference in career participation. A large proportion of STEM roles (science, technology, engineering, and math) at Genesis are held by men. This is particularly evident in engineering roles. Conversely, a large proportion of customer service roles are held by women. While this is representative of our industry, our 'Minding the Gap' programme is also focused on reducing this imbalance.

To manage Senior Leader Gender Diversity, we commit to a 40:40:20 gender split (40% male, 40% female, 20% either gender) across the entire workforce. We have made progress against this over the past few years.

Our aim is to look for ways we can improve our ability to attract, develop and retain females in STEM roles where we have a high imbalance. This means we go beyond ensuring our people are paid fairly for their valuable contributions to Genesis' success, to working with our people to create more opportunities for all genders in a range of career types.



Rebecca Larking Chief Operations Officer

“ Giving visibility to the gender gap and understanding the root causes drives action to address it, which will ultimately create more equitable opportunities for all. ”



What makes up the Gender Gap Reporting for Genesis?

Pay Equity Gap

The Pay Equity Gap measures whether males and females at Genesis are paid the same for performing 'equal value' work. We use the Hay Job Evaluation methodology to standardise our approach to job sizing and reward and we audit our pay every six months to look for any gaps by grouping the data and analysing it. It's important we do this regularly as people join and move through the organisation all year around.

Since 2020 we measure pay equity using total pay so we can be comfortable there are no unexplainable reasons for the difference when including total pay elements such as bonuses or car allowances.

Gender Pay Gap

The Gender Pay Gap is a measure of the median pay between males and females regardless of the nature of work across our organisation. For Genesis, our Gender Pay Gap is measured by the difference in median pay between all males and females.

This Gender Pay Gap is not due to any inequity in pay. It is driven by a greater proportion of men in roles such as engineering, technology and LPG delivery and a larger number of women who work in customer service and administration roles.

Senior Leader Gender Diversity

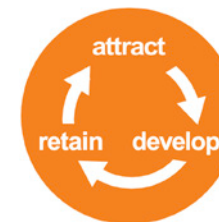
Senior Leader Gender Diversity measures the gender make-up of our senior leadership roles. Supporting females to progress and advance at Genesis is an important focus of our programme of work. Recent talent programmes have accelerated senior females into new and larger roles for their continued careers. Enhanced parental leave rights exercised by all genders, flexible work and leave policies and wellbeing programmes have all been put in place to help women flourish into leadership positions. Since the introduction of such policies we have more than doubled the return to work rates and our efforts to help women flourish has had knock-on effects for our men too.



Genesis has maintained its YWCA GenderTick accreditation for excellence in gender equality since 2019.

Left: **Angie du Randt** Asset Strategy Engineer

What we're doing to close our Gender Gap



Closing the Gender Pay Gap will take time and requires a concerted effort across a number of sectors. We are doing a range of things to better attract, develop and retain females as part of our diversity and inclusion plans which we believe, over time, will reduce our Gender Pay Gap.

Pay Equity Gap	<p>We measure and closely monitor our gender pay information and focus on inclusion in our recruiting practices.</p> <ul style="list-style-type: none">• Since 2017 we have reported our gender pay information as part of our diversity, inclusion and talent updates to Genesis' Human Resources and Remuneration Committee throughout the year.• In 2018 we changed our recruitment practices - eliminating questions that ask for previous salary information and we began to review all adverts to ensure inclusive language is followed.• Our recruitment team are skilled at challenging and coaching hiring managers when they notice unconscious bias may be influencing recruitment decisions.
Gender Pay Gap	<p>We're inspiring more young women to take up STEM subjects in education and looking at ways to be more female-friendly.</p> <ul style="list-style-type: none">• We collaborate with other businesses and key professionals in "Power for Women" to grow the number of young-women interested in a career in energy.• The Genesis School-gen programme, Ngā Ara Creating Pathways, and our partnership with Pūhoro STEM (Science, Technology, Engineering, Mathematics and Mātauranga Maori) academy are aimed at encouraging the uptake of STEM education and, with the help of our customers, we're getting STEM equipment into the hands of young New Zealanders.• The Genesis Women In Operations network involves more than 50 females from our operational areas who come together to expand their personal development through access to cross functional mentoring, role models and practical learning.
Senior Leader Gender Diversity	<p>We're building an inclusive environment for everyone to succeed and for females to advance.</p> <ul style="list-style-type: none">• We drive development for senior female leaders with access to external learning programmes and internal mobility options.• In July 2018 Genesis updated its parental leave policy to better support new parents regardless of gender. Genesis tops up paid parental leave for primary caregivers for 12 weeks, has a four week ease back to work period on full pay with reduced hours and provides two weeks paid partner leave.• Our flexible working and flexible leave policies updated in 2018 ensure everyone has access to the support and options they need to balance work with their non-work commitments.• Hiring managers of senior leaders have to work with gender balanced shortlists.• We have developed and implemented our adaptive leaders programme to ensure our leaders are equipped with the relevant skills for the future.

Executive Commitments

Having a diverse workforce is key to high performance here at Genesis. The Genesis Executive team will continue to report our Gender Pay Gap information every six months, strive to identify pathways for women to transition into STEM careers, and support women at Genesis in their development. Each of us will seek opportunities to promote and support women in our business unit, ensuring we are applying an inclusive lens to activities underway. We will identify and take opportunities to talk in schools and universities about STEM careers.