



ARUP



Gender Pay Gap Statement

Arup in Australia

October 2024

Arup's approach

The business case

At Arup we aim to create a profoundly inclusive and collaborative culture that unlocks our collective experiences, celebrates difference, and represents Arup's humane values.

We know that we can only solve hard problems and do great work when we have as much diversity as possible around the table.

That means creating spaces where everyone feels safe, seen and included, enabling everyone to perform at their very best.

Gender pay gap as a measure of success

A key element of Arup's Australasia Equity, Diversity and Inclusion strategy is accelerating gender equity. One of the measures of our progress and impact is closing the Arup Australia gender pay gap.

Intersectionality

At Arup we recognise that gender equity efforts have not benefited all women equally. This is why gender equity actions at Arup intersect with Arup's anti-racism approach and other diversity action plans.



“To close the gender pay gap, we must have equal representation of women in senior leadership roles. This is why Arup's gender equity action plan is focused on building an inclusive culture that celebrates diversity and attracts and retains the best and brightest minds. From the promotion of flexible working, and taking a shared approach to caring responsibilities, to actively preventing sexual harassment and gender-based discrimination, and implementing equitable salary review principles, our policies are designed to enable equality for all”.

Kerryn Coker,
Arup Australasia Co-Chair

Arup’s gender pay gap

The gender pay gap is different to equal pay.

Equal pay is when all genders are paid the same for performing the same role or different work of equal or comparable value. This is a legal requirement in Australia.

Arup’s salary review principles are centred around fairness. Arup leaders are supported to ensure they make equitable salary decisions.

Average (mean) gender pay gap is 15.2%

The Workplace Gender Equality Agency (Australia) defines the average or mean gender pay gap as the difference between women’s and men’s average weekly full-time equivalent total earnings, expressed as a percentage of men’s earnings. This gap reduces as more women occupy senior or higher paying roles. More women occupy senior roles when barriers to their career advancement are addressed.

The total remuneration gender pay gap for Arup Australia as at 31 March 2024 is 15.2%.

The total remuneration average gender pay gap for Arup Australia has closed from 22% in 2019 to 15% in 2024.

The base salary average gender pay for Arup Australia as at 31 March 2024 is 14.5%

Median gender pay gap is 19.7%

The median gender pay gap compares the earnings of the middle-ranking man to the middle-ranking woman.

The total remuneration median gender pay gap for Arup Australia as at 31 March 2024 is 19.7%.

The base salary median gender pay gap for Arup Australia is 19.7%.

| | Arup | Engineering Design and Consultancy Services Industry |
|----------------------------|-------|------------------------------------------------------|
| Average total remuneration | 15.2% | 19.2% |
| Median total remuneration | 19.7% | 20.3% |
| Average base salary | 14.5% | 18.1% |
| Median base salary | 19.7% | 18.7% |

Addressing the gender pay gap

Drivers of the gender pay gap

The gender pay gap in Australia is driven by a range of social and economic factors that combine to reduce women's career progression and opportunities.

The main driver of Arup Australia's gender pay gap is gender segregation. Arup operates in a male dominated industry and currently employs more men than women.

In addition, access to key project opportunities and psychosocial risks on project sites have been identified through staff consultation as contributing to the retention of women, which impacts the gender pay gap.

As at September 2024 Arup Australia has 41% representation of women, and 30% women in leadership grades.

For more information contact abbie.wright@arup.com.

Addressing the drivers

Workplace gender equality is achieved when people can access and enjoy the same rewards, resources and opportunities regardless of gender.

Arup practices and policies support equality for all. These include zero tolerance and prevention of sexual harassment, harassment, discrimination and bullying, flexible working, paid parental benefits and support including shared care, and a domestic and family violence policy. In addition, inclusive leadership is a core component of Arup's leadership development programs.

Geography specific 40:40:20 plans aimed at achieving 40% women in leadership grades are being implemented across Arup Australia.

Measures to ensure equal access to project opportunities are being implemented and psychosocial risks are a required component of project health and safety management plans.

As a Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality (EOCGE) firm, Arup has a gender equity strategy focusing on six gender equality indicators.



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