

# Gender Pay Gap

Report 2023



**KOMATSU**  
Creating value together

## 2023 Gender Pay Gap Report

At Komatsu Australia, we are committed to creating an inclusive culture where all our people thrive. This is reflected in our purpose, creating value together. Our aspiration is to achieve a gender, cultural and age diverse organisation that reflects the markets we operate in.

Our industry and organisation have traditionally attracted men. While we have made great progress in this space, particularly at the grass roots level through partnerships with schools, universities, and STEM Programs, there is much more to be done to make our organisation and industry attractive to women of all ages. Everyone will benefit from a greater gender balance.

We're not shying away from the fact that we have a long way to go as an organisation and as an industry. As an industry-leading organisation, we strongly believe it is our responsibility to positively influence gender diversity and equality. We are committed to increasing the representation of women at all levels within our business and will continue to work on a number of strategic initiatives to support this goal.

Our pay gap analysis confirms that having fewer women in senior leadership positions and positions with the opportunity for commission and overtime, such as sales and trades, is the key reason for our gender pay gap. It is important to note that we don't pay people differently based on their gender however we recognise we have a lot of work ahead of us to close our gender pay gap.

This is a journey that Komatsu Australia has been on for some time. Since 2018 our female representation has increased steadily and sustainably from 14.5% to 18.3%. I'm pleased to report that during the 2022-2023 WGEA reporting year, 30% of our appointments to leadership roles were women and our refreshed Families at Komatsu policy greatly increased entitlements for all employees who care for family. Our Families at Komatsu Policy is one of the many strategic initiatives we have implemented to attract female talent and contribute more broadly to gender equality through increased shared caring opportunities.

Our goal is to reach 25% female representation by 2025 whilst ensuring Komatsu Australia is a safe and inclusive environment for everyone. While we recognise it will take time and determination, this report highlights our continued commitment to our gender diversity and equality aspirations.



**Sean Taylor**  
**CEO & Managing Director, Komatsu Australia**

### What is the Gender Pay Gap?

The gender pay gap is the difference in earnings between women and men in the workforce. This difference can be expressed as the average or the median (mid-point). The gender pay gap is not the same as equal pay (pay for 'like for like' roles). Equal pay has been a legal requirement in Australia since 1969. Instead, the gender pay gap is the difference between the pay of women and men across our organisation as a whole. The gender pay gap considers pay equal pay, as well as how successful organisations are in attracting, retaining, and promoting women equally at all levels. The gender pay gap is a holistic and useful measure for tracking gender equality across a nation, industry or within an organisation.

The Workplace Gender Equality Act 2012 (Cth) (the Act) requires Komatsu and other employers of more than 100 employees to submit data to the Workplace Gender Equality Agency (WGEA) annually. The Workplace Gender Equality Agency is an Australian Government statutory agency created to promote and improve gender equality in the workplace and believe closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

The annual submission consists of:

- An online questionnaire related to your organisation's policies, strategies, and actions on gender equality.
- Two excel worksheets designed to collect information about workforce composition; salaries and remuneration; and employee appointments, promotions, resignations, and parental leave. It is important to note that the information collected here relates to our Australian employees. Our New Zealand and New Caledonian employees have not been represented due to WGEA requirements.

### Median Pay Gap

Our pay gap reported in this document and by WGEA is the median pay gap. While the mean gender pay gap is the difference in the average annual pay for all females compared to all males, the median identifies the middle point of a population. The median pay gap is the gap between the annual pay rate for a female at the mid-point, compared to the pay rate of a male at the mid-point. Identifying the middle of the dataset assists in accounting for outliers, for example the CEO. The median pay gap is reported on both base salary and total annual remuneration.

Please visit the [Workplace Gender Equality Agency website](#) for more information on the Gender Pay Gap.



## Komatsu Australia Results

### Gender Pay Gap

	Median 2023
Base Salary	20%
Total Remuneration	35.8%

The median base salary for men is 20% higher than that of women.

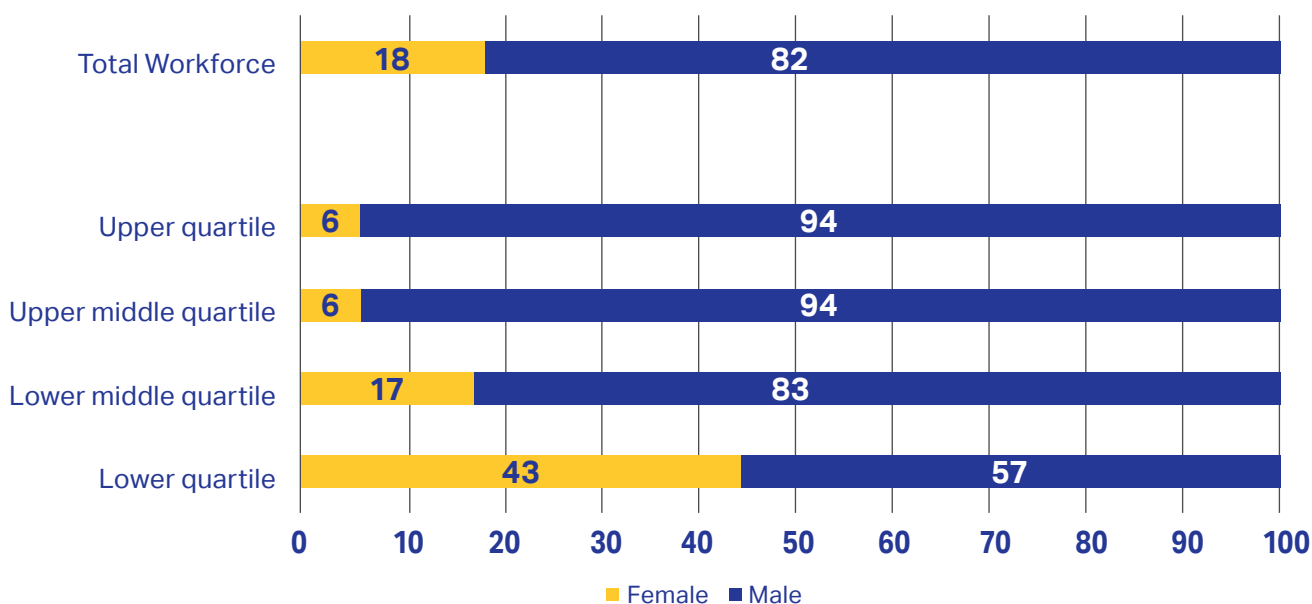
The median total remuneration pay for men is 35.8% higher than that of women. Total remuneration may consist of base salary, superannuation, short term incentive plan (bonus), motor vehicle allowance, commission, and/or overtime.

### Our Gender Pay Gap Explained

Our gender pay gap is driven by occupational and hierarchical segregation. This means that positions with high total reward earning potential, particularly Technicians, Sales Managers, General Managers and Executive General Managers are mostly occupied by men.

The graph below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and women in the lower quartiles is the key factor contributing our gender pay gap.

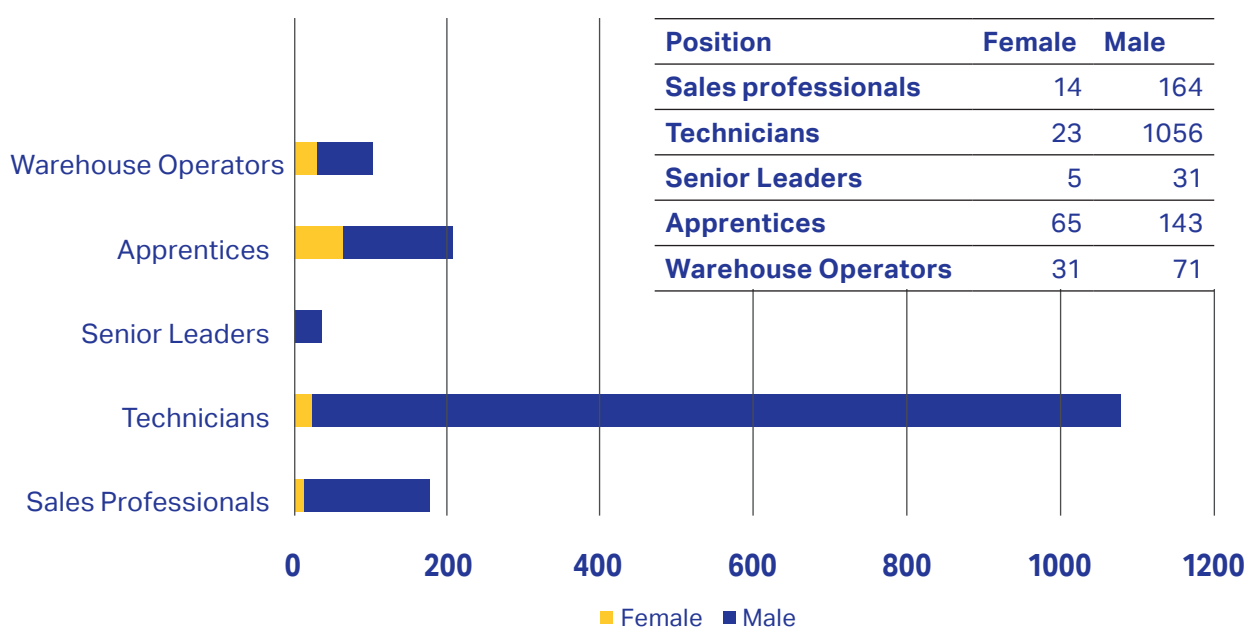
### Gender percentage by pay quartile



Our analysis of the 2022-2023 reporting period and contributing factors to our gender pay gap are detailed below:

- Equipment Sales for each of our Mining, Construction & Utility and Parts Divisions saw significant growth over the reporting period, contributing to higher commission earned for predominantly male employees in these roles, who fall into the Upper Quartile.
- More than one third of our employees (38%) occupy Technician roles that can work various roster patterns and access overtime pay. These roles are occupied by 94% males and fall into the Upper and Upper Middle Quartiles, contributing to our gender pay gap.
- A significant proportion of our Australian workforce (36%) is located in Western Australia, reported by WGEA to have the highest gender pay gap in Australia (21%) due to the industries and occupations in the region. The Mining, Resources, and Construction sectors, where there is an above-average concentration of male employees, contribute significantly to this gap. These sectors, known for their relatively higher pay rates, pose a competitive challenge as we strive to attract and retain talent in the region.
- As a result of our increased recruitment of women into entry level positions, the proportion of women in the Lower Quartile has grown. These positions include our Apprentice and Graduate programs and our Distribution Centres. Over the next few years, many of these women will move into the Lower Middle and Upper Middle Quartiles, however currently, contribute to a larger gender pay gap.
- There are proportionally more males in senior leadership roles within our organisation than women.

### Gender split by position



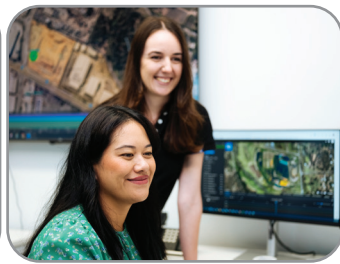
## Our Commitment to Closing the Gender Pay Gap

We are committed to closing the gender pay gap and are investing in many initiatives to increase female participation at all levels within Komatsu Australia.



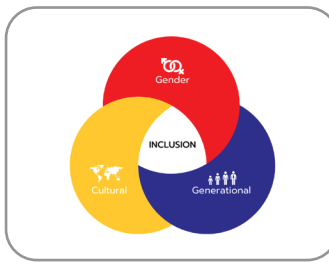
### Apprenticeship Opportunities

42% Female participation in the 2024 Apprentice Intake



### Graduate Opportunities

50% Female Diversity in the 2024 Graduate Program



### Inclusion and Diversity Action Group

Committee designed to drive I&D initiatives and progress within the business



### Work180 Endorsement

Endorsed Employer for All Women



### Respect at Komatsu Workshops

Reinforcing our expectations of a Safe & Inclusive work environment



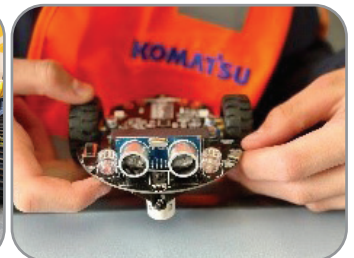
### Families at Komatsu Policy

16 weeks paid leave for Primary Carers and 4 weeks paid leave for Secondary Carers



### Western Sydney Wanderers and Perth Scorchers Sponsorships

Alignment with strong sporting brands that support an inclusive and diverse workplace



### STEM Punks

Partnership to inspire tomorrow's innovators with STEM education



### School Partnerships

Focus on engaging and educating female school students on Komatsu opportunities



### Supplier Multiplier

Partnering with our suppliers to influence gender diversity and equality in the value chain



### Champions of Change Coalition member

Industry Panel committed to increasing gender equality



### Ways of Working

Flexible Work options including part time, job share, WFH, varied rosters, phased retirement, purchased leave and more



### Entry Level Opportunities

Wide range of entry level opportunities for females, including Cert II Automotive Servicing Traineeships



### Diversity in Shortlists

40% Female Diversity for all shortlists



### Accelerated Leadership Programs

30% Female Participation



### My Career

Structured Career Framework and interactive Career Development map