

Austral Comnia Pty Ltd – Statement on Gender Pay Gap

Austral Comnia Pty is a leader in our field and our reputation is based on trusted service and high-quality products, underpinned by a team of loyal and committed staff. We know that a diverse and inclusive workforce is beneficial for everyone. We have read and analysed our WGEA Gender Pay Gap Report and recognise that we have work to do in this area. Austral Comnia is committed to taking genuine steps to ensure gender equality.

We are proud that our organisation-wide gender pay gap for total remuneration is 4.6% which is significantly less than the [construction industry average](#) of 28.3%. This highlights our commitment to ensuring clear career development opportunities for women in our organisation. However, we have work to do in order to increase the number of women in our workforce, particularly at management level. Currently, females make up 15.3% of our workforce and 10.5% of our management roles are held by female employees. Seventeen of our female staff are employed in clerical and administration and only three are technicians.

While we recognise that our industry is traditionally male dominated, it's vital that Austral Comnia takes direct action. We're committed to making that happen. Austral Comnia intends, within the next 12 months, to undertake a project to determine whether we have appropriate policies and procedures in place to make meaningful and sustainable changes towards gender equality in the workplace. Specifically, we will examine our current policies and procedures that relate to gender equality and consider the scope for implementing new policies where we identify any gaps. We expect to consider flexible working arrangements, payroll reviews, parental leave, support for carers, protections against discrimination, and family violence leave.

As part of this project, we intend to consult with our employees to understand their views and experiences of gender equality in the workplace. This will ensure we have a full picture of what improvements we can make. We are also committed to working with other industry groups so that our process follows best practice.

We know that meaningful change takes time and we're excited for the journey ahead.

**Askin Group
Holdings Pty Ltd**

ACN: 626 106 947

L3, Suite 3.01
150 Albert Road,
South Melbourne
VIC 3205 Australia

P.O. Box 4121
Dandenong South
VIC 3164 Australia

T 61 3 8769 4888
F 61 3 8769 4899
E admin@askin.net.au

Offices Australia wide
www.askin.net.au

