

WGEA GENDER PAY GAP EMPLOYER STATEMENT

RPMGlobal Holding Limited (**RPM**) is committed to inclusion and diversity across its operations to drive collaboration, innovation, and productivity. RPM's pursuit of gender diversity is ongoing. Acknowledging the gender pay gap, reducing barriers to gender pay equality, and a commitment to continuous improvement is a priority. As a business, RPM is working to review and remove systemic contributors, which is critical as it ensures equality in remuneration and opportunity for women and underrepresented populations of the workforce.

Gender Pay Gap Drivers

The gender pay gap at RPM is **24.7%** for median total remuneration and **25.0%** for median base salary. The RPM group of companies in Australia reports to WGEA under its primary industry of software publishing (5420), which contains 75.01% of all reported data. The second largest industry is the Advisory and Consulting Department, which is categorised as Professional, Scientific and Technical Services (except Computer System Design and Related), which accounts for 24.9% of the business.

While all are reported under the RPM group, these different business offerings require vastly different skill sets, different compensation structures, key performance indicator targets and development pathways.

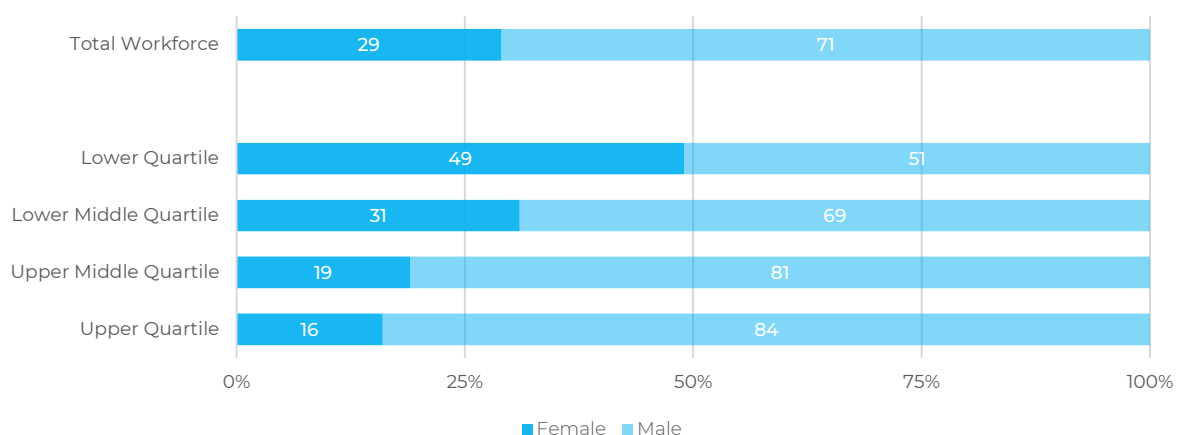
The most significant driver of the reported gender pay gap is the representation of males in senior roles with higher remuneration, which also drives short-term incentives and total remuneration.

Senior roles within RPM's business require specialist mining and technical qualifications and experience that, traditionally at least, are drawn from available resources that are overrepresented by men.

Historically, men have been overrepresented in Science, Technology, Engineering and Mathematicsⁱ (STEM) careers and, therefore, have, historically at least, held the requisite level of knowledge and experience to obtain senior roles in the organisation. Female representation in STEM, which is the majority of professional and technical roles within the RPM Group, is however increasing and the company expects to see a higher female representation in senior roles as a result of this increasing representation.

RPM provides software and services to customers in the mining and resources industry, an industry overrepresented by men and one currently viewed sceptically by younger generation workers. This does create challenges for RPM in terms of the rate at which RPM can close the gap with younger qualified and experienced workers and requires RPM to deploy a number of closing the gap initiatives which are detailed below.

Gender Composition by Pay Quartile



Closing the Gap

RPM is pleased to see the continual downward trend in the median gender pay gap. Since the 2020-21 reporting period, there has been a reduction of 7.2% in median total remuneration and 8.3% in median base salary. RPM has seen female representation in the business increase from 22% to 28% over the same period, which is a positive effect of the promotion and application of the RPM [Diversity Policy](#). Increased opportunities for females in leadership and management roles will continue to bridge the pay gap.

All employees	2020-21	2021-22	2022-23
Median total remuneration	31.9%	28.4%	24.7%
Median base salary	33.3%	31.0%	25.0%

Table 1 - Gender Pay Gap Over Time

RPM has also implemented initiatives to support working parents, including primary carers whose numbers are dominated by women, by implementing company-paid Parental Leave of up to 26 weeks for new parents along with connection with the company during this time and management training.

The Gender Pay Gap reports across all professional services without accounting for differences in remuneration across disciplines, from Mining Engineers, Software Engineers, Environmental Scientists, Accounting, and other professions. Ensuring that internal salary banding structures are in line with external market salaries is vital to ensuring pay equality across RPM at a granular level.

RPM takes a long-term view to ensure that it is building a diverse foundation of potential future leaders and increasing female representation through the RPM Graduate intake program. Reducing the gender pay gap should result in a sustainable representation of women in the organisation, and RPM is ensuring that there are equal opportunities for those in the business but also that opportunities are available to those outside the company, with female graduate representation increasing from 0% to 35% since 2021. Females also represent 50% of all casual student employees at RPM.

	2023		2022		2021	
	Male	Female	Male	Female	Male	Female
Graduates	65%	35%	79%	21%	100%	0%
Undergraduates	50%	50%	67%	33%	67%	33%

Table 2 - Student and Graduate Representation

Commitment to Action

RPM has a number of diversity, equity, and inclusion (DEI) initiatives to reduce the gender pay gap across all levels of the organisation, including:

- Regular reporting of DEI metrics to Executive Management, including the studying of patterns and trends;
- Development of leaders to include learning and training of DEI principles, strategies and actions to build influential leaders to reduce gender bias;
- Ensuring equal access to opportunities for underrepresented staff;
- Regular and systematic review of pay banding across the organisation, ensuring alignment to external market salaries;
- Increasing representation goals that are regularly reviewed through the Diversity Policy; and
- Focus on increasing participation at the graduate level for women in STEM.

RPM will continue to work with its employees and leaders to improve gender pay gap outcomes by investing in the foundations of providing opportunities that will enable women to have the same opportunities, skills, and leadership roles in the future. Ensuring these foundations are embedded in RPM's leadership and organisational culture is essential for improving gender pay gap sustainably and delivering RPM's commitment in the long term.

ⁱ <https://www.industry.gov.au/publications/stem-equity-monitor/workforce-data/stem-qualified-occupations>