



Snowy Hydro Gender Pay Gap Employer Statement

Year ended 2023

snowyhydro

Snowy Hydro's commitment to gender equality

At Snowy Hydro we are committed to fostering a workplace that champions gender equality and empowers all employees to thrive.

We know that diverse and inclusive organisations drive innovation, enhance decision-making, and improve employee engagement, leading to greater success.

As Australia transitions to renewable energy, increasing the representation of women in the energy sector is critical to ensuring a sustainable long-term talent pipeline that truly reflects the communities we serve.

Equal Pay and Gender pay gap

**WE HAVE AN EQUAL
PAY GAP OF**

0.3%

**FOR COMPARABLE
ROLES**

**SINCE 2023, THE BOARD
COMPOSITION HAS
BEEN AT LEAST**

**EQUAL MEN
AND WOMEN**

**30.4%
IMPROVING**

Our average total remuneration gender pay gap¹ across all of Snowy Hydro, including Generation, Retail, Commercial and Trading, Snowy 2.0, the Hunter Power Project and Corporate Support, was 30.4%

This has marginally improved from the year before, however compares unfavourably to the energy industry benchmark of 24.1%

KEY REASONS FOR OUR GENDER PAY GAP

The primary driver of our gender pay gap is the higher proportion of men in senior roles, as well as trade and technical roles, which often provide opportunities to earn other income in addition to base salary, such as overtime, penalties and allowances.

Challenges regarding gender pay equity apply to the energy industry broadly and Snowy Hydro is committed to playing its part in the solution. This Employer Statement outlines the steps Snowy Hydro is taking to make real improvements to gender pay equity, as well as the small, but meaningful changes that our focus on improving gender pay equity is already achieving.

¹ The gender pay gap represents the difference between overall earnings of women and the overall earnings of men, and does not take into account differences in role or employee attributes such as the nature, level of a role, or the skills, experience an employee brings to the role.

What are we doing to bridge the gap

We have programs in place to continually improve our connection with communities, promoting career pathways for women with Snowy Hydro.

We are investing in leadership and career development programs for Snowy Hydro women, and fostering a culture that promotes work-life balance.

While we are making progress, we know there is more to do.

We have a range of programs and initiatives in our **Diversity and Inclusion Strategy** that are supporting our goal of achieving true gender balance.



Our key initiatives include:



Equal Pay reviews

Annual reviews of roles of similar type, level and responsibilities to ensure men and women are paid fairly and equally for skills and experience.

40
40
20

Targets

Committed to achieving a **40:40:20** gender balance by 2030.



Flexible Work and family support

Increased paid parental leave to 30 weeks and lowered the eligibility period to six months.

Superannuation entitlements for both paid and unpaid parental leave.

Flexible working arrangements with individual employees are reviewed on a case by case basis.





Targeted STEM initiatives to increase women's participation

Established the Snowy Hydro Engineering Ladies and STEM Group to provide a professional and social support network, and development opportunities for women in traditionally male-occupied roles.

Increasing female participation through our Snowy Graduate Program.

Partnering with the Australian Technology Sciences and Engineering's Elevate program to provide scholarships worth \$30,000 each for two aspiring female engineers.



Targeted programs

Established the 'Rise: Women in Leadership Program' to support and accelerate the development of talented women at Snowy.

Empower our women to transition into specialist and leadership roles through our various development programs.



Partnerships

We leverage partnerships with organisations like Work180, the Diversity Council of Australia, Parents at Work, Flex Careers, and the Champions of Change Coalition to adopt best practices and benchmark our progress.



What we are seeing

The data shows that our strategies will progressively reduce our gender pay gap.

More than 40% female representation across Snowy Hydro

Equal females and males on our Board

Women in manager roles **increased to 25% in 2024, up from 23% in 2023**

The proportion of women participating in our Snowy Development Programs has **increased from 30% to nearly 40%** between December 2023 and December 2024

University scholarship program has **50% female participation**

40% of new hires over the last two years were women

Female representation in the Snowy Graduate Program has **increased by 8%**, rising **from 33% in 2024 to 41% in 2025**

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