

Snowy Hydro Gender Pay Gap Employer Statement

Calendar year ending 31 December 2024

snowyhydro

About Snowy Hydro

From generation to wholesale and retail, Snowy Hydro is an Australian-owned, end-to-end energy company at the heart of the nation's transition to renewables. With our retail brands, Red Energy, Lumo Energy and large-scale commercial and industrial retailer Snowy Energy, we proudly serve more than 1.6 million customers.

Snowy has more than 5,500MW of generation capacity, and our on-demand power stations include the conventional and pumped hydro of the iconic Snowy Scheme, as well as gas-powered generation to back-up renewables.

Our people have always been behind Snowy Hydro's success and we are committed to creating a workplace that attracts, engages and retains talented energy sector leaders. We want our people to feel valued, supported and connected, so they thrive and reach their full potential.

Snowy has a diverse workforce of approximately 2,200 employees who each fulfil roles across our generation and retail business units.

How WGEA reports

Snowy Hydro is a Commonwealth Public Sector employer and uses the definitions provided by the Australian Government's Workplace Gender Equality Agency (WGEA) to determine the content of this employment statement. Further information on these definitions can be found at www.wgea.gov.au.

This statement reflects Snowy Hydro's employee demographic and gender pay gap information for the year ending 31 December 2024.

WGEA reports on Snowy Hydro as a Corporate Group comprising the following entities:

- Snowy Hydro Limited
- Red Energy Limited

How we're bridging the gap at Snowy

WGEA reported the gender pay gap for Snowy Hydro Corporate Group to be 38.5%, which is higher than for Snowy Hydro (22.6%) and Red Energy (16.4%) individually due to differences in workforce composition and role distribution across the businesses.

While we are making steady progress, we know there is more to do. We are committed to using WGEA data and guidance to inform our actions to drive meaningful change.

Snowy fosters an inclusive and diverse workplace that represents and drives connection to the people we work with and the communities we work in or serve.

We have a range of programs and initiatives as part of our Diversity and Inclusion objectives that provide us with the roadmap to support our goal of achieving gender balance.

We remain focussed on increasing gender balance across the organisation as we build the future clean energy workforce. In 2024, females comprised 40% of our development program intake.

We have also made a commitment to achieve 30% female representation in senior leadership roles by 2030. We have made good progress on this goal, going from 13% in 2023, to 26% in 2025.

Snowy also conducts equal pay reviews annually to compare pay for men and women in comparable roles. For comparable roles, the gap is 0.5%.

In addition to this, Snowy provides flexible work and family support, including leading paid parental leave of 30 weeks, targeted skills development in Science, Technology, Engineering and Maths (STEM), and programs and partnerships to increase women's participation.

We are also an active member of the Champions of Change Energy coalition which strives to achieve gender balance and equity across the whole industry.

Gender pay gap drivers

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.

The consolidated figure of 38.5% reflects the varying proportions of clerical, administrative, technical and leadership roles across the corporate group, as well as the representation of women across these role types. These factors influence the overall remuneration distribution at a group level, contributing to a larger gender pay gap when viewed across the entire organisation.

The energy industry is one of the most male-dominated industries in Australia with only around 30% female representation¹, and the challenges regarding gender pay equity are broadly experienced across the industry. Snowy Hydro is committed to playing its part in the solution.

¹ WGEA Australia's Gender Equality Scorecard, 2024

Our people

Snowy Hydro employee demographics, year ending 31 December 2024

	Male	Female	Undisclosed
Snowy Hydro Corporate Group (total workforce)	58%	42%	0.1%
Generation	71%	29%	
Retail	49%	51%	
Levels			
CEO	100%		
KMP	75%	25%	
Other execs / GMs	81%	19%	
Senior Managers	76%	24%	
Other Managers	72%	27%	1%
Non Managers	56%	44%	
Remuneration approach			
Enterprise agreement	54%	46%	
Individual agreement	64%	36%	0.1%
People movements			
Average tenure	4.7 years	5.8 years	
Ext appointment	43%	57%	
Promotion	41%	59%	
Voluntary departure	41%	58%	0.6%

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