



**ABERGELDIE**  
COMPLEX INFRASTRUCTURE



# 2024-2025 Gender Pay Gap Employer Statement



## Enhancing our commitment to gender equality

We're committed to fostering a workplace where everyone can thrive — a place where people of all genders feel valued, supported, and empowered to contribute their best. We know that embracing diversity and inclusion not only strengthens our business, but also helps create a more equitable society and stronger communities.

In line with the Workplace Gender Equality Act, this annual Gender Pay Gap (GPG) report has been submitted to the Workplace Gender Equality Agency (WGEA). This move is anticipated to enhance transparency and propel companies towards adopting practices that ensure gender equality.

## Understanding the Gender Pay Gap

The Gender Pay Gap is the difference between the average earnings for men and women, expressed as a percentage of the average earnings of men. It is imperative to distinguish this from the concept of equal pay, which ensures that women and men receive the same pay for the same or comparable work.

At Abergeldie, equal pay is a foundational principle guiding our salary reviews, enterprise agreements, recruitment, and promotion strategies, ensuring fair treatment and recognition across all genders. It's how we ensure our workplace reflects our family approach, where everyone is valued and rewarded equally for their hard work and talent, no matter their gender.

## Gender Pay Gap analysis

For the 2024-2025 reporting period, we have reported an Average Total Remuneration Gender Pay Gap of 13.5%, marking a significant improvement from the previous year and positioning us 7.6 percentage points below the national average. Our workforce comprises 21% women, a figure we are actively working to increase.

The detailed analysis is as follows:

- **Average Total Remuneration Gap:**  
Reduced from 17.3% in 2023-2024 to 13.5% in 2024-2025.
- **Median Total Remuneration Gap:**  
Improved from 23.7% in 2023-2024 to 18.5% in 2024-2025.
- **Average Base Salary Gap:**  
Improved from 15% in 2023-2024 to 13.4% in 2024-2025.
- **Median Base Salary Gap:**  
Improved from 19.9% in 2023-2024 to 16.7% in 2024-2025.

## Comparative analysis and industry benchmarking

The following table shows:

- Our GPG percentage for reporting period 2024-2025; and
- the mid-point GPG percentage for the Heavy and Civil Engineering Construction (HCEC) Industry Comparison Group for the 2024-2025 reporting period.

	Abergeldie 2024-2025	The National Picture 2024-2025	HCEC (all divisions 500-999 employees) 2024-2025
<b>Average (Mean) Total Remuneration</b>	13.5%	21.1%	21.9%
<b>Median Total Remuneration</b>	18.5%	16.4%	20.8%
<b>Average (Mean) Base Salary</b>	13.4%	15.7%	20%
<b>Median Base Salary</b>	16.7%	11.9%	18.1%

*WGEA Employer Gender Pay Gap Report and WGEA Data Portal*

## Initiatives and workforce composition

Workforce composition remains a challenge in our industry and we are not immune to this. Construction continues to be one of the most male-dominated industries in Australia, with only 13% representation of women across the sector and only 2% in trade roles.<sup>1</sup>

Whilst our workforce composition has improved increasing to 21% representation of women, we continue to work hard to attract more women to Abergeldie and the industry by supporting Women in Construction initiatives such as the Civil Contractors Federation NSW's (CCF NSW) Women in Construction Program, the CCF NSW's vision to achieve equal gender participation in civil by 2050: 50% by 2050, Sista's in Trade, the National Association of Women in Construction (NAWIC) and the Civil Contractors Federation VIC.

Our other inhouse initiatives to promote gender equality include 50% gender equality in our trainee engineer cohorts, the introduction of the Abergeldie Parental Leave Benefit, the Abergeldie Leadership Programs, the establishment of the annual Abergeldie Graduate Program (2-year program), and the implementation of the Abergeldie Career Framework which provides clarity and transparency around role requirements and career progression, through competencies, pathways and success profiles.

[1.NSW Government, Women in Construction.](#)

## Strategic actions for further improvement

To continue our progress, we plan to undertake the following actions:

- Gender Pay Gap analysis: Conduct a Gender Pay Gap analysis, comparing common drivers of Gender Pay Gaps, identifying and addressing underlying causes of our GPG.
- Launch Abergeldie's Gender Equality Action plan: Outlining clear, actionable steps to reduce our GPG and enhance equality across the business.

At Abergeldie, we are committed to a journey of reducing the Gender Pay Gap and fostering an inclusive environment where our people are valued equally. Our dedication extends beyond meeting legislative requirements; we are actively working to enhance gender equality within our industry and to encourage greater participation of women in construction.

