



27 February 2024

INPEX Australia Employer Statement on the Gender Pay Gap

INPEX is committed to Sustainable Development Goal 5, to achieve gender equality and empower all women and girls. The full and effective participation of women in our business—including in leadership roles—is key to our ambition and an expression of our corporate values.

[INPEX](#) supports the Australian Government's efforts to drive change for the better on workplace gender equality through the publication of data by the Workplace Equality Gender Agency.

The median gender pay gap for total remuneration at INPEX is 41.4 per cent. Our gender pay gap is primarily due to the lower representation of women in leadership, operational, and technical roles. It is also impacted by the low representation of women in rostered roles for our onshore and offshore facilities. These areas generally attract a higher average remuneration as a result of market factors and allowances.

We are striving to narrow the gender pay gap and improve gender equality more broadly. INPEX has an established Diversity and Inclusion (D&I) Steering Committee and D&I Working Group supporting equity initiatives to continually improve on:

Increasing the number of women in leadership positions.

- Refreshing annual targets and actions to increase gender diversity at all levels of the organisation with a focus on technical, operational and leadership positions.

Deepening our gender-diverse talent pipeline, with a particular focus on increasing female participation in under-represented areas.

- Conducting an independent third-party review into the experience of our workforce in relation to workplace culture, behaviours and barriers.
- Continuing to undertake outreach initiatives to encourage female students to consider a STEM career pathway, particularly in engineering.

Ensuring equity of pay, benefits and opportunities.

- Reviewing remuneration by gender annually to monitor pay equity and address any inconsistencies.
- Increasing transparency of the remuneration processes for leaders to enable them to understand pay equity in their teams.
- Determining new hire salary without regard to previous salary, so as not to perpetuate any potential historical salary inequity.
- Supporting parents of any gender to access company paid primary parental leave.

INPEX is committed to narrowing our gender pay gap as we strive towards improving our gender equity outcomes and fostering a diverse and inclusive workplace.