

JBS&G Gender Pay Gap Statement 2022-23

JBS&G is pleased to participate in the annual WGEA gender equality reporting once again, and to have achieved better than Industry Comparison Group (ICG) results in 2022-23 for each of the key Gender Pay Gap (GPG) scores.

JBS&G takes seriously our commitment to gender equality in the workplace. We believe that equal employment opportunity is achieved when there is no bias, discrimination or harassment in the workplace. A gender inclusive workplace helps us to deliver exceptional outcomes for our clients and each other.

While better than ICG scores are good, we know there is still more we can do to improve our gender pay gap.

Organisational context

JBS&G is a Professional Services consultancy specialising in helping our clients with contaminated land and groundwater remediation, assessments and approvals, ecology, bushfire, corporate affairs and digital and creative services.

JBS&G is benchmarked within the ICG 'Management Advice and Related Consulting Services', for companies with 250-499 employees. At the time of this report there were 317 employees (full time, part time and casual) employed at JBS&G.

Our workforce has a relatively flat structure, with 50% females and 50% males employed in 2022-23. Our GPG scores for managers and non-managers are closer to zero than average for the ICG. Our Management cohort is quite small due to our flat structure. It includes our Founders and Executive Directors, State Managers and Team Leaders. In 2022-23 this group composition was 36.6% female and 63.4% male.

We would like to make a particular note of our 20-week gender neutral Parental Leave Policy, which provides for 20 weeks' leave – significantly higher than the ICG average of 13.8 weeks. We pay superannuation for periods of both paid and unpaid parental leave.

JBS&G notes that the *Gender composition by pay quartile* is evenly divided amongst females and males for all segments except for the Upper Quartiles. We believe the Upper Quartile result is influenced by factors including (but not limited to):

- Gender composition of our three company founders at the time.
- The legacy effect of fewer women in science-based roles, along with societal norms around raising children 20 years ago, compared to today:
 - 10-20 years ago, societal norms at the time meant women who entered the environmental science industry 10-20 years ago will have been more likely to go on to take time away from work to raise children, pausing their experience and salary growth. This is in contrast to male counterparts who may have been more likely to steadily progress their experience over this same time period.
 - We believe JBS&G's *Gender composition by pay quartile* result for our upper quartile, reflects a legacy of historical societal norms and industry trends.
 - We believe this result will change in coming years as we see the benefits of initiatives such as our gender neutral 20-week parental leave policy, encouraging a more equal distribution of family responsibilities and making it easier for women to return to the workplace, supported by flexible work (part-time) options for all genders.

What we're doing to close the gender pay gap

JBS&G has a number of initiatives in place to reduce the gender pay gap and provide for an equal employment and discrimination free workplace. These initiatives include (but are not limited to):

- **JBS&G Equal Employment Opportunity Policy**
 - comply with all anti-discrimination laws
 - recruit and promote employees fairly - on the basis of merit - so that the best person for the job will get the job
 - provide terms and conditions of employment that are non-discriminatory
 - give every employee fair access to all workplace opportunities and benefits
 - create a working environment free from harassment and discrimination and ensure all employees are aware of their rights and responsibilities.
- **JBS&G Gender Neutral Paid Parental Leave**
 - 20 weeks' paid leave for primary carers (including superannuation contributions whilst on paid parental leave)
 - 10 weeks' paid leave for secondary carers (including superannuation contributions whilst on paid parental leave)
 - Accrual of superannuation contributions during the period of unpaid parental leave for primary carers for up to 12 months, paid upon return to work.

- **JBS&G Flexible work approach**

JBS&G has a Flexible Work Approach and Philosophy to help our people to be the best they can be, while providing the most flexibility we can in achieving these ambitions. We create an office environment and culture that people genuinely enjoy and thrive within, by offering:

- Core office hours 10am – 3pm, giving flexibility for those who prefer commuting later to avoid traffic, or to leave earlier for school pick up, and make those hours up at home.
 - Work from home when necessary – we understand that life happens, sometimes with little notice. We offer the flexibility to work from home, to allow for this.
 - Purchased Leave Scheme – as part of our ongoing commitment to employee wellbeing and flexibility, we offer a Purchased Leave Scheme with an additional four weeks of leave per year available to purchase, particularly helpful for parents of younger children through school holidays.
 - Part-time employment terms are available and encouraged across all genders and roles.
- **JBS&G Vision, Purpose, Goals and Values**

Our vision is to be Australia's best and most innovative environmental consultancy. We recognise that diversity is critical to innovation and growth. We have a number of goals and values that contribute to creating an inclusive working environment, including:

Goals:

- To empower our current and emerging leaders, with a focus on diversity and inclusion.
- To create a culture of connection and belonging in the workplace, with equal opportunity for all.

Values:

- We contribute to an inclusive, safe, respectful and supportive environment, where effort is rewarded and opportunities exist for people to achieve their potential.

- We have a core culture of Care & Trust defined in our 'JBS&G Care & Trust Commitment', this is reflected in the way we look out for and trust one another, and we respect each other's personal values, views and beliefs.

- **Consultation and feedback**

We actively encourage, seek and consider feedback on policy improvements, along with regular staff engagement surveys and other pulse checks. We have a flat structure, with ready access to Team Leads and State Managers for raising concerns or suggesting improvements.

Future commitments

We are pleased to have achieved a better than industry average gender pay gap result, however we recognise we can do more to improve our gender pay gap. We are committed to gender equality and to providing a supportive environment where all our employees, regardless of gender, can thrive and achieve success.

On reviewing the 2022-2023 WGEA Industry Benchmark Report, JBS&G has identified the following opportunities in 2024:

- Continual review and adjustment of pay structures to ensure fairness and address any discrepancies.
- Review and update JBS&G recruitment and retention programs, policies and processes.
- Recruitment training for Team Leads and Hiring Managers, with a focus on removing unconscious bias and on ensuring fair gender representation on all interview panels.
- Diversity & Inclusion training opportunities for all staff.
- Ongoing staff consultation and feedback on gender equality and inclusion.