



WGEA Employer Statement

Beach Energy's commitment to Gender Equality and Diversity and Inclusion is evidenced by the composition of our workforce. 20% of employees within the WGEA management categories are female, which is 3% higher than our industry comparator, and female representation in the workforce at 25% at the time of the WGEA report, which is 8% higher than our industry comparator.

While strides have been made with more females in senior positions and an improving gender balance, we acknowledge more needs to be done.

It is important to note the 'WGEA Gender Pay Gap' is the difference between the median earnings of women and men and is not a measure of whether Beach pays men and women the same for performing the same type of role ('same role, same pay').

The 'WGEA Gender Pay Gap' considers the company as a whole and does not consider that market rates differ for different types of roles and across levels. Pay gaps, we recognise, are influenced by a number of factors - gender being just one piece of the puzzle. Experience, part-time work and tenure also play pivotal roles in shaping our compensation landscape.