



## **ANSTO's Commitment to Gender Equality**

At ANSTO, we are strongly committed to gender equality and pay parity. As an organisation, we prioritise advancing gender equality by focusing on increasing the participation and representation of women, particularly in STEM and senior leadership roles. We are dedicated to fostering a workplace where gender equality is a foundational principle.

Our gender pay gap is heavily influenced by the shape of our organisation, with more women employed in administrative and support roles. It is also impacted by a disproportionate number of males in shift work, increasing the average base pay for males. ANSTO is committed to creating a workplace that is inclusive, fair, and supportive for all employees.

Improving the gender pay gap is our focus by increasing participation of women through hiring practices, development opportunities, greater access to flexible work arrangements and family-friendly benefits; challenging gender stereotypes in roles; and encouraging and supporting more women to pursue careers in STEM. We are proud to be endorsed by WORK180 as an employer of choice for women.

ANSTO has an ongoing commitment to achieving our gender targets. These targets aim to achieve balanced workforce composition and recruitment practices, including 40/40/20 representation at all leadership levels and across ANSTO groups and functions. Additionally, we are examining barriers to female participation in shift work and implementing strategies to address them. ANSTO continues to conduct regular remuneration reviews to understand the root causes of gender pay gaps and take corrective actions.

The principles of flexibility and inclusivity underpin our people strategies, policies and work practices. ANSTO is committed to fostering an equitable workplace for all employees.