



## WORKPLACE GENDER EQUALITY EMPLOYER STATEMENT 2024

At Wilmar, we are guided by a set of values that define who we are and the way we work. We strive to be an employer of choice and to attract and retain a diverse and talented workforce.

We are Australia's largest manufacturer and marketer of raw sugar and a leader in renewable energy. We are also Australia's largest manufacturer of refined sugar products through our joint venture company, Sugar Australia.

Our operations are based in North Queensland, Melbourne and Sydney. We employ about 2,000 people with most employees working in manufacturing or agricultural environments in regional Queensland. Ours is a professional, skilled and unskilled workforce comprising full time, seasonal and contract employees.

Like many businesses, we have historically found it challenging to attract skilled labour and professionals to our regional operations. Labour shortages in Australia have exacerbated this problem in recent years. We also compete with mining and government employers for skilled labour and professionals.

Our Workplace Gender Equality Employer data shows that we have a gender pay gap. This is predominantly due to the fact our business has traditionally attracted a male-dominated workforce.

It is important to note that all employees, regardless of gender, receive equal pay for equal work in our business under our remuneration-setting practices. We also recruit without bias, hiring the best person for the position, based on their skills, qualifications, and experience.

We have made encouraging progress to correct the gender disparity in some areas of our operations. We have focused apprentice recruitment at female audiences with some success and have seen an increase in females filling positions in our seasonal workforce. However, we recognise there is more work to do.

We are committed to continuing to build a diverse workforce in which everyone has an equal opportunity for growth and advancement.

A handwritten signature in black ink that reads "S. W. Rutherford".

Shayne Rutherford  
Director, Wilmar Sugar Pty Ltd