

## **Employer Statement**

### **Workplace Gender Equality Agency**

Cavpower is committed to cultivating a workplace that is inclusive and equitable across all levels of the organisation.

Data from the WGEA annual reporting shows an improvement in Cavpower's gender gap metrics. The median total remuneration gap decreased from 5.8% in 2021-22 to 2.2% in 2022-23. The median base salary gap also decreased from 5.8% in 2021-22 to 0.9% in 2022-23.

We have established policies and practices that promote equal opportunities, ensuring that merit and talent are the sole determinants of success within our organisation, and we align remuneration to the relevant Enterprise Agreement, Award or benchmarking data.

Cavpower is an earthmoving equipment dealership that supports various industries including: construction; agriculture; government; mining; power generation; oil and gas; and on-highway trucks. Cavpower has 470 employees and half of our workforce are Service Technicians who are both workshop and field based. These are traditionally male-dominated industries and roles, and balancing the workforce can be challenging in an industry where there has been an underrepresentation of women.

Cavpower's average total remuneration Gender Pay Gap (GPG) is -1.5% and the industry comparison is 16.6%. Women at Cavpower, on average, are paid more than men, in this male-dominated industry.

To achieve gender equality within our workforce, we:

- Ensure that our hiring process is fair and unbiased, focusing solely on skills, qualifications and experience.
- Provide equal opportunities for training and development to all team members, regardless of gender. This includes access to ongoing technical and soft skills training, career advancement and opportunities within our organisation.
- Recognise the importance of work-life balance for our team members and, where possible, offer flexible work arrangements to help balance work responsibilities with personal and family commitments.

Utilising the data gathered by WGEA provides valuable insights for formulating strategies aimed at ongoing improvements in equality.

Cavpower remains dedicated to creating a workplace where everyone, regardless of gender, can thrive and succeed.