

Mailing: PO Box 1746, North Sydney, NSW 2059
Phone: (02) 9458 1700
Website: www.proten.com.au
Email: headoffice@proten.com.au
ABN: 80 109 715 488 (Proten Pty Ltd)



February 2024

Re: Employer Statement on Gender Pay Gap Reporting

ProTen is committed to promoting gender equality in the workplace and recognises the importance of transparency and accountability in addressing the gender pay gap. We understand the significance of the Workplace Gender Equality Agency's (WGEA) efforts to collect and analyse data on gender pay gaps to foster a more equitable and inclusive working environment.

As part of our commitment to gender equality, ProTen is dedicated to ensuring that all employees are remunerated fairly, regardless of gender. We have undertaken a comprehensive analysis of our remuneration practices, and we are actively working to identify and address any gender pay disparities that may exist within our organization.

To further our commitment to pay equity, we have implemented the following initiatives:

1. **Regular Pay Equity Audits:** ProTen conducts regular pay equity audits to identify and rectify any disparities in remuneration based on gender. These audits are integral to our ongoing commitment to fairness and equality in the workplace.
2. **Inclusive Recruitment Practices:** ProTen is committed to implementing inclusive recruitment practices to attract a diverse pool of candidates. We have recruitment policies and procedures in place which ensure we actively promote merit-based selection and promote gender diversity in job advertisements to minimize the impact of biases in the recruitment process.
3. **Flexible Work Arrangements:** To support work-life balance and diversity, we offer flexible work arrangements that support the needs of our employees and balances the operational needs of the business and our Industry. This includes options such as remote work, flexible hours, and job-sharing opportunities where suitable.
4. **Addressing Sexual Harassment:** ProTen has a zero-tolerance policy for sexual harassment in the workplace. We have policies and practices in place to prevent and address sexual harassment, and we have established clear reporting mechanisms for employees to raise concerns. We are committed to fostering a safe and respectful work environment for all.
5. **Family and Domestic Violence Leave:** ProTen recognizes the impact of family and domestic violence on our employees. We have implemented a supportive leave policy that provides appropriate time off and resources for employees experiencing family or domestic violence. Our goal is to create a workplace environment that prioritizes the safety and well-being of our employees.
6. **Gender Pay Gap Comparison:** ProTen compares its gender pay gap with both Industry Benchmarking and the national gender pay gap in Australia. We are committed to benchmarking our progress against national averages, and we use this information to inform our ongoing efforts to close the gender pay gap within our organization.

ProTen is proud to contribute to the broader goals of gender equality and to collaborate with the WGEA in fostering a fair and inclusive workplace. We are committed to providing regular updates on our progress in addressing the gender pay gap and will continue to work towards eliminating any disparities that may arise. We look forward to continuing our collaboration with the WGEA and contributing to positive change in the broader community.

Sincerely,

Robyn Clubb
Chairwoman - ProTen Board

James Wentworth
Chief Executive Officer - ProTen Pty Ltd