

WGEA Employer Statement

Altora Ag is committed to pay equity and improving the position of women in our workplace and across our industry. We strive to deliver a diverse, inclusive and welcoming environment where everyone is paid fairly and equitably.

As a new entity, following the merger of Daybreak and BFB, this represents the first year of Workplace General Equality Agency (WGEA) reporting for Altora Ag.

Understanding Altora Ag's gender pay gap

The gender pay gap is not the difference between what men and women are paid for the same or comparable job; that is pay equity. Altora Ag is committed to pay equity and pays men and women the same rates for the same roles within a banded range, taking into account factors that may affect pay equity, such as family responsibilities.

The gender pay gap is the difference between the average earnings of all men and women within an organisation regardless of their roles. This is influenced by a number of factors, particularly workforce composition.

Altora Ag's gender pay gap is 27.1%. The average gender pay gap for our comparison group – the agriculture, fishing and forestry industry with less than 250 employees – is 13.3% and the national average across all industries is 21.8%.

There are a number of factors that contributed to the gender pay gap in 2024 at Altora Ag;

- **The composition of our workforce:** Common across our industry, women are over-represented in administrative roles while male representation is higher in operational roles. The administrative roles are often lower-paid. In 2024 Altora Ag has 20% female representation, mostly in the support areas of our business rather than in the operational roles that attract higher salaries.
- **Incentives and allowances:** The gender pay gap, in terms of base salaries is 14.2% – closer to the industry average of 11% – but incentives and allowances tend to favour the operational roles where women have lower representation.
- **Effects of the merger:** One-off retention bonuses were paid as part of the transition process. Again, these went to operational roles where female representation is lower.

Improving gender equity in pay outcomes

Altora Ag is committed to improving its gender pay gap and the position of women in our workforce and has a number of initiatives underway and planned. These include:

- A board-level commitment to improving gender equity;
- An improved parental leave policy introduced in November 2024; and
- Taking gender equity into consideration as part of the annual review of incentives.

Altora Ag is also pursuing a number of strategies to attract and retain employees – in particular women – recognising that this has been a long-standing challenge across Australian agriculture. We are constantly evolving how we foster connection, career development and progression for our people.

We welcome the increased focus and transparency through WGEA publishing these important metrics and look forward to reporting on our progress in future years.



Maurice Felizzi
Chair



Shane Bird
Chief Executive Officer