

From our Chief Executive Officer and Chief People Officer

At John Holland we're committed to achieving gender equality, creating a culture of inclusion where everyone feels welcome. Equality is important to us not only because it's fair and just, but because it leads to better performance, diversity of thought, improved decision-making, and enhanced team performance.

This is the second year that WGEA has publicly released gender pay gap data. We strongly believe that this is a positive way to raise awareness of gender equality, keep up the conversation and foster real change.

We are proud of the progress we've made and we can see that our commitment is making a difference. We've improved year on year – for 2024 our median gender pay gap for total remuneration is 32.8%, which is a 9.7 percentage point reduction since 2020/21.

The gender pay gap at John Holland reflects that more men are employed in technical, higher paying roles, which is consistent with the rest of the construction industry.

As a business and an industry, we want to reflect the diverse communities in which we operate and make sure we're able to attract and retain the best people. That's why it's important to foster a richer diversity of people into senior and technical roles and continue to develop and reward our talented people so they can enjoy long careers in construction. We know this is important for our people, our communities and our clients.

Our policies and programs at John Holland are helping us build a more inclusive, diverse and equitable workplace. With over a quarter of our 5,800-strong workforce being women, it was great to see that 93% of our people in our latest engagement survey confirmed that gender-based discrimination is not tolerated at John Holland.

Our work has also been recognised with a Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality citation, one of the few in our industry, and awards from NAWIC and Property Council of Australia in 2024.

As an industry leader we play an important role as an advocate for gender diversity, working to make construction a safer, more equal and flexible place. This outcome is good for everyone regardless of gender, and for society more broadly.

We know it will take time, we're on the right track and we are committed to making change until we achieve genuine equality.

Transforming lives

From humble beginnings 75 years ago, we are proud to be one of Australia's leading building, infrastructure, rail and transport companies. We're incredibly proud of our history in Australia but it's what we're delivering for the future that drives our teams each and every day.

Our diverse experience and expertise enable us to create innovative and enduring solutions for our customers. The fact we can do this across multiple industry sectors means we're up for any challenge.

We're currently delivering many of Australia's largest infrastructure projects – from the Melbourne Metro Tunnel and Sydney Metro to the Australian-first Kidston Pumped Storage Hydro Project in Queensland – as well as significant water, property and urban renewal projects. You'll even see us operating buses, trains and trams.

Our people-first philosophy puts us at the front of the industry and continues to attract the best and brightest talent.

Our customers trust us to deliver complex, cityshaping projects because we push boundaries and employ innovation in everything we do.

We transform lives.



Forward



Setting the scene



John Holland gender pay gap



Our journey and track record



Activities & actions



equality strategic plar



Glenn PalinActing Chief Executive Officer



Sarah Elliott Chief People Officer

Setting the scene

What is the gender pay gap

The gender pay gap is a measure between the total earnings of all men and all women in the organisation. The calculation represents the difference of these numbers and can be expressed as a mean or median.

The gender pay gap is not the same as equal pay which is a legal obligation for all employers to pay the same for equal or comparable work. John Holland meets this obligation, paying people equally for the same or comparable job.

Why measure the gender pay gap

The gender pay gap is used by the Workplace Gender Equality Agency (WGEA) to measure and track gender equality across the nation, an industry or organisation.

The data we use

The information used for this statement is based on data John Holland provided to WGEA covering 1 April 2023 – 31 March 2024. Our Workplace Profile snapshot was taken on 31 March 2024 which is reflected in the data of this statement. This year the data now includes CEO remuneration.

ABN and corporate group gender pay gap

In 2025 the gap will be reported by WGEA as both mean and median for total remuneration and base salary, for individual ABNs (where more then 80 employees were reported) and for the overall corporate submission group.

John Holland is reported as the Corporate Submission Group, with 4 ABNs making up this submission. Only three of these ABNs meet the criteria set by WGEA for individual ABN data to be shared. This statement focuses on the Corporate Submission Group data and activities across the business. More detailed commentary on the individual ABNs can be found on Slide 14.

Mean versus median

WGEA show gender pay gaps as a mean and a median, and in pay quartiles. It's important to understand the difference:

- The **mean** represents the difference between the average earnings of men and women. Outliers in a data set can skew this number, for example men or women earning significantly higher salaries compared to the rest of the population.
- The **median** is the difference between the middle number in each of the men and women data sets.

Legislative requirements

Under the Workplace Gender Equality Act 2012, employers with over 100 employees must provide data annually to the Workplace Gender Equality Agency (WGEA) for six gender equality indicators. The Workplace Gender Equality Amendment (Closing the Gender Pay Gap Bill) 2023 introduced the public release of private sector gender pay gaps. We have publicly disclosed our pay gap since 2022, in line with our WGEA Employer of Choice citation.

Glossary of key terms

Base salary – comprises wages/salary, annual leave and leave loading, carer and sick leave, employer funded parental leave, penalty rates and shift loadings, salary sacrificed items, worker's compensation payments.

Total remuneration - an employee's base salary amount plus any additional benefits whether payable directly or indirectly, either in cash or another form. Additional benefits may include allowances, car payments, superannuation, bonuses, overtime worked outside of expected hours for example.

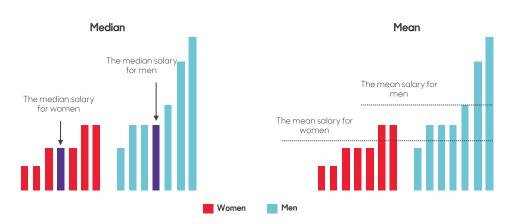
Mean - the average of a data set, calculated by adding up the numbers and dividing by the total quantity of numbers in the set.

Median - the middle number of a sorted list of numbers.

Gender pay gap - the measure between total earnings of all men and women in the organisation.

Equal pay - the legal obligation to pay people the same for equal work.

% Pts - We express the change in data results as Percentage points indicating the absolute difference between two percentages



What our numbers say





16.8% women are senior leaders

46%
of our 2025
graduate intake
are women

162 employees
work part time
12.3%
of these
employees are line
managers

93%
of our people agree that we have a zero-tolerance approach to gender based harassment and discrimination

31.4% of all promotions in 2024 were women

John Holland gender pay gap 2023–2024

Our progress

At the end of 2022 we set a goal to decrease our mean total remuneration gender pay gap by 2% by the end of 2025. As at 31 March 2024 we have achieved this goal and lowered our mean total remuneration gap by 3.6% pts since setting it in 2022.

In the last 12 months the mean total remuneration gap lowered by 2.5% pts to 27.7%. And for the median calculation it has closed 3% pts to 32.8%. A key contributor to this improvement has been the appointment of more women to senior roles, reflected in a 2% pts increase in women paid in the top quartile at John Holland. We've also seen other increases across the pay quartiles compared to last year

Other factors include ongoing efforts to identify and address pay inequities. We've placed a strong emphasis on gender equity during the annual performance assessment and incentive/ bonus processes, with more reporting, analysis and calibration to enhance transparency, governance and oversight.

Closing the gender pay gap is a challenge for our industry but we are committed to driving this measure down. We'll know more about how we compare with our industry comparison group (those of a similar size to John Holland Corporate Submission Group) when the data is released 4 March 2025.

Our continued focus on gender equality has helped drive our results so far and we acknowledge this will take time. We'll continue to prioritise actions where we can directly control and influence change. We are proud of the progress we are making and remain committed as a company and a leader in our industry to continue to see this gap close.

All employees	2022-2023	2023-2024	% pt change to gap
Total remuneration mean	30.2%	27.7%	2.5%₽
Base salary mean	16.4%	16.2%	0.2%₽
Total remuneration median	35.8%	32.8%	3%⊕
Base salary median	17.0%	16.0%	1%↓

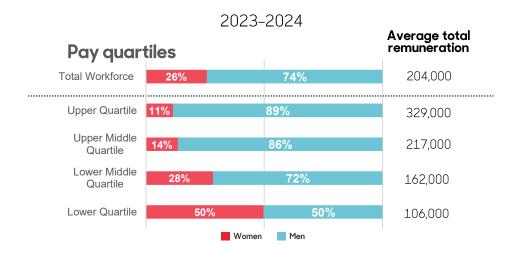
What's contributing to our overall gender pay gap

The main reasons for our pay gap continue to be that too few of our women are represented in:

- Senior roles (women still represent just 11% of upper quartile 'total remuneration an increase from 9% in 2023')
- Technical industry roles.

A higher proportion of women are represented in supporting and entry level roles, representing 50% of lower quartile total remuneration.

We've set targets to increase participation of women into senior leadership roles and into underrepresented job groups.



Our journey to gender equality and closing the gender pay gap

We need the best people and ideas to help us transform lives and we want a workforce that reflects the diverse communities in which we operate. Today, women make up a quarter of our 5,800-strong workforce and we're working to continually grow this number.

- An important milestone for us in 2023 was receiving the Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality citation, one of the very few in our industry. It a recognition of our commitment to workplace gender equality and an endorsement of our policies and programs to make us more inclusive, diverse and equitable. We're focused on maintaining the citation in 2025.
- While the WGEA citation confirms we're genuinely driving cultural change within our business and the broader construction industry, it's just the beginning.
 The gender pay gap is reducing in our industry, but there's still a long way to go, and we're up for the challenge.
- We support WGEA's public reporting on gender equality progress, and as an industry leader, we continue to support Australian Constructors Association commitment of 75% members with WGEA Employer of Choice.
- We recognise that the work we do in gender equality requires systemic and broad influence for change led by passionate and committed leaders.
- As part of our work in this change we are actively involved in the Construction Industry Culture Taskforce and Culture Standard that aims to progress Diversity and Inclusion, Flexibility and Wellbeing on project sites.
- Key lessons for us on our journey include taking the time to make sustainable change, having Employee Resource Groups to support the push for bold change on the ground, and developing leaders to be advocates so they can raise awareness and shift culture.
- Gender equality is a key element of our **Inclusion Strategic Plan**. It has a strong focus on embedding inclusion practices in how we recruit, respect each other, our employee experience, manager capability and flexibility. It links our existing commitments to Gender Equality, Reconciliation and LGBTI+ inclusion with strategies to ensure all our employees feel they belong. At the end of 2024 all our Inclusion Strategic Plan success measures were moving in the right direction. One measure of success is **reducing our Overall Gender Pay Gap which** has decreased in the last 12 months. You can read more about our Inclusion Strategic Plan <u>here</u>.





What we're doing

We have a range of activities across the business that support gender equality progress, as well as reducing the gender pay gap. In this section we highlight some that are making an impact, as well as our strategic plan for Gender Equality.

Our approach is to embed change in our ways of working – how we attract and retain talent, develop our people, and the overall employee experience.



Our talent activities



Our development activities



Our employee experience



Our Gender Equality Strategic Plan





Talent

A fair and equitable approach so we attract and retain diverse talent.

Increasing representation of women broadly

- We've set targets to increase the number of women into senior leadership roles. We currently have 16.6% representation of women in this category.
- We advertise all roles internally and conduct an internal talent search to target diverse capability (exceptions approved by Executive and Chief People Officer).
- We provide gender diverse shortlists in traditionally male dominated roles across our projects.
- To support our Gender Equality focus we use the 40/40/20 framework in our talent management process.
- As much as we have a focus on attraction, we're also focusing our efforts on retaining women across the business.

Recruitment tools and reviews

- We use a bias language checker to make sure our job ads and job descriptions do not contain gender biases.
- Our marketing and communication teams review job advertisement copy annually to ensure gender neutral language and showcase employee benefits.
- We align role design and hiring briefs to attract a wider pool of diverse talent into male dominated roles.
- Gender exemption under the NSW Anti-Discrimination Board allows John Holland to advertise a job looking for a person of a particular gender when it is an essential requirement of the job or a targeted recruitment campaign. The Act also allows for exemptions that favour women to improve access to certain jobs, programs or scholarships.

Training for those involved in hiring decisions

 We have conducted inclusive recruitment training for our Talent team to further reduce bias and barriers for diverse talent into a traditionally male dominated industry.

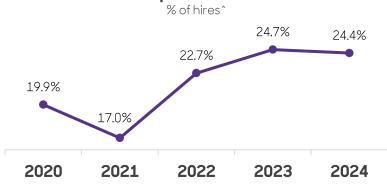
Making the hiring decision

- In most cases at least one woman is present when interviewing internal and external women candidates.
- In 2024 we conducted a diversity review across our process, technology and behaviour to optimise inclusive recruitment practices.

Women hires



Participation of women





[^] The data for each year corresponds to the April to March reporting period

Talent

Creating inclusive pathways for women into John Holland - key partnership programs

Business Unit and Project-specific programs

- SydWestPre-employment program: A pathway for people from multi-cultural backgrounds into the workforce, with 47% participation by women.
- M7/M12 Pre-employment program: A paid preemployment program where participants begin work at 8:45am rather than the traditional 6:45am. It removes the barrier of early starts, which is a known deterrent to women in our industry.
- Aurora Education Foundation partnership: An internship program for First Nations university students to gain industry experience.
- **High Performing Administrator program:** identifies those in the women-dominated administration job family, who are well placed to move into other types roles to broaden their career opportunities. In 2024 the Rail BU has seen 2 project administers move into new roles such as Contract Administration and Health, Safety Environment and Quality and another is on track to move into Contract Administration in early 2025.
- Inmate Participation program two women staff members who are currently incarcerated, started as casual and have now transitioned to permanent roles.
- Partnership with family and domestic violence organization, Catherine House in South Australia, which has led to employment for five women.
- Partnership with disability employment social enterprise CBS Inc, which has given employment to four women.
- We have provided six **scholarships** for local Indigenous students from Griffith Uni in Qld (five women) over three years.

Enterprise-wide programs

AFLW Partnership and Program

- A three-year collaboration to create a technology platform for skilled women and athletes to embark on fulfilling and rewarding careers, while they're playing competitively and post their sporting career.
- The program supported 20 AFLW players from QLD, NSW, VIC and SA work directly for John Holland

Career Seekers

- Providing over 150 career paths and opportunities for asylum seekers and refugees.
- From 2020-2024, 25% of Career Seekers participation were women, with professional qualifications in engineering (20%) and business (5%).

A focus on our Talent

Tuane De Klerk is an Environment ar Sustainability grad with our North Western Program Alliance team. In 2024 she represented John Holland on a five-day WaterAid study tour to Cambodia, selected from more than 20 infrastructure

grads who applied.

John Holland is a long-time supporter of the Australian water industry charity, which funds international programs to bring safe, clean water and basic sanitation services to disadvantaged communities.

"I was born in South Africa, and being from a developing country, I've always aspired to make a meaningful impact and leave a lasting legacy. Now that I have a career in this dynamic industry, and having been given this opportunity, I can do just that.' Tuane says.

Early career and the future pipeline

Schools program

- Schools engagement activities have reached 3254 young women in the past 18 months
- Recently launched a centralised program aimed at engaging girls and young women in primary, secondary schools and university.
- Delivered by John Holland team members, it's designed to help young women consider what a career in construction may mean for them.
- NRL School to Work program has recently launched, successfully placing one women in 2025 so far.

Understanding the industry

- Opportunities for women adults and secondary school students to experience aspects of career pathways of STEM or interested in the construction industry on our project
- Delivered through specific activities, site tours and school engagement.
- On Sydney Children's Hospital project for example, over 800 girls and 1769 women were engaged through activities in 2024.

Early careers

- We achieved a 46% representation of women in our 2025 Graduate Program (in real terms, we will welcome 21 women to John Holland through the program this year).
- To attract more women, we opened our graduate program to international students and provided extensive support. Additionally, we have prioritised offering positions to successful women candidates during their undergraduate studies. We also build relationships with university societies, sponsor women in engineering societies, and actively engage alumni as ambassadors.

Development

Providing clear career pathways and growth opportunities - our development offering supports all our people, and we also have specific programs tailored for women.

Training

- All new starters must complete modules on Breaking Bias focusing on unconscious bias in decisions like hiring candidates or conducting performance reviews. Managers also complete further face-to-face training.
- Workplace behaviour training is run across our projects educating people on respectful work practices, inclusion and diversity.
- All managers complete mandatory flexible work training so they understand their role in supporting our employees to work flexibly.
- Other diversity training is also provided for all employees which supports intersectionality such as LGBTI+ and First Nation Awareness

Development Month

- Development Month at John Holland is an annual event, offering employees a variety of learning sessions and activities to enhance their knowledge and career growth.
- During Development Month 2024, we had a total of 29.2% of our staff participate, with 1,320 unique learners.
 Participation of women was 39.3%.



Victorian participants (Mentors and Mentees) and program organisers at the Women's Mentoring Program graduation event.

Leadership

- We run leadership and development programs that support our people to develop vital capabilities for the construction industry, and we aim for a 40% participation rate for women:
 - Project Leadership Program
 - o Future Leaders Program
 - Stepping Up into Leadership Program
- We launched an inhouse Women in Leadership Program in 2024, partnering with Lysander, with 15 women currently completing the program.

Mentoring

- We ran our annual six month mentoring program in 2024 and this year 32% of all participants were women, 62% of these women were mentees, 15% were mentors, and 23% took on dual roles as both mentees and mentors.
- We also ran our six month Women's Mentoring program. This year 56 women participated as mentees, making it our largest group since the program started five years ago. The program includes self-directed learning and mentoring conversations run internally with both men and women mentors from operational and support roles. At the end of the program, 100% of participants surveyed said they were satisfied with the program and the majority of participants indicated it had a positive impact on their career.

AIM

 In 2024, we launched our partnership with the Australian Institute of Management (AIM), allowing our team members to register for short courses or micro-credentials. Since the launch, 50% of our learners have been women.

Career Builder

- One year after launching our capability framework 'Career Builder', we have refined it with business feedback and mapped it to our development offerings. This supports women's career development by providing clear pathways for skill enhancement and progression, fostering an inclusive environment for advancement.
- We have introduced comprehensive career guides that integrate our three capability areas, a selfassessment, and next steps for career planning. This initiative supports women's careers at John Holland by ensuring equal opportunities for skill development and career advancement,
- Another key initiative in 2024 was the capability assessment of our project delivery engineers. This identified training needs for this group and will guide targeted capability uplift programs next year. It provides clear pathways for skill development and career advancement, ensuring women have equal opportunities to develop and progress in their careers while also significantly contributing to project performance.
- We developed collateral to promote Career Builder across our business and to prospective employees in the recruitment process, highlighting our commitment to career development and equitable recruitment and development practices.

LinkedIn Learning

In 2023, we introduced our LinkedIn Learning offering. Since its launch, we have provided access to 1,000 licenses across the business, with 43% of licence holders being women. Further, LinkedIn Learning was integrated with our women's mentoring program, leveraging eight videos within key modules.

Employee experience

We want all our people to have a positive experience at John Holland and we have a number of policies, activities, engagement opportunities and practices that both build a culture of belonging and support gender equality.

Flexibility

- We understand that being able to work flexibly supports gender equality and it's a core component of our Inclusion Strategic Plan.
- We've run an innovative program evaluating flexible working options on three NSW projects with support from the NSW Governments Women in Construction Industry Innovation Program. Results will support further scaling of flexible working on our sites and support greater employee wellbeing and diversity outcomes.
- To support employee wellbeing we're changing work patterns to get more projects aligned to the 5-day working week. We currently have around 40% of projects operating on this schedule.
- We promote our Flexibility Wheel to explain the many different ways people can access flexible working arrangements. We will keep doing more to promote flexibility.



Parental Leave

 73 men took Primary Carer leave in 2024, higher than the number of women, 71, and 135 men took secondary carer leave.

Policy

- Our Parental Leave policy provides up to 18 weeks paid leave for primary carers and 3 weeks for than.
 Superannuation is paid on any unpaid leave for primary carers.
- We've seen a positive increase in the number of men taking primary carer leave - read more in this <u>WGEA</u> <u>article.</u>
- We also provide leave in circumstances such as miscarriage and loss of an infant. And offer assistance to those experiencing Domestic and Family Violence about the National Employment Standards through financial, accommodation, technology and workplace locations as required.
- We released a new stand-alone Sex Discrimination and Sexual Harassment Policy to affirm our commitment of our zero-tolerance approach.

Celebrating important events

- We mark important dates of significance to celebrate or raise awareness, such as International Women's Day, NAIDOC Week, Wear it Purple and International Day of People with Disability. These dates raise specific awareness of diversity and support the intersectionality of gender.
- Each year we host a range of International Women's Day events across our projects and offices.
- We also have representatives attend various events such as the UN IWD luncheon and Engineers Australia IWD lunch where leaders and employees attend.

Success of our awareness training was reflected in our 2024 engagement survey, with 93% of our people agreeing that we don't tolerate gender-based harassment and discrimination.

Employee engagement

We listen to our people through a number of channels:

- Our annual employee survey demonstrated that our employees recognise our zero-tolerance approach to gender based sexual harassment and that flexibility to manage work and other commitments is attainable
- We have four formal employee resource groups (ERGs) for our people to join that support inclusion, diversity and equity. These groups provide a space to connect with other employees, feel safe and to get involved in different activities: Celebrate Women, Pride, Grow and Ability.
- Our business consults and engages our ERGs on different employee matters making sure our people, their ideas and perspectives are part of our solutions and work.

A focus on Celebrate Women Network

Our Celebrate Women Network (CWN) was established in 2018 and has grown to include over 600 members. This Employee Resource Group (ERG) is supported by our Executive Leadership Team and is a dynamic and influential group within our company.

The network drives a range of activities to celebrate and support women in the workplace, and members include both women and a significant number of male allies who actively support events, programs, and serve as leads on the committee.

Specific activities are designed to celebrate women across our business, create networking opportunities, and support our Inclusion Strategic Plan actions.

Our influence

As a leader in our industry, we recognise our role in collaborating, sharing knowledge and working with others externally so we can continue to make progress on gender equality in our industry.

Recognition for our work

- NAWIC National Business Excellence Award awarded based on our plans for improving gender equality and focus on creating change within John Holland and the wider industry through things like AFLW and Flex from the Start.
- Property Council Australia Diversity and Inclusion Award (+250 employees) –
 awarded based on the way we're delivering and implementing inclusion,
 diversity and equity work across our business from our overall strategy and
 accountability and partnering model, specific programs of work across the
 enterprise and the impact locally on projects such as bringing in more diversity
 to site roles.
- Recognition of women and male allies across NAWIC State Chapter awards for their efforts in driving greater diversity and inclusion at John Holland. We're proud of these winners and all those nominated.

Industry involvement

- We are a proud supporter of the National Association of Women in Construction (NAWIC) as a corporate member and major sponsor of awards in QLD, NSW and VIC.
- We play an active role in the <u>Construction Industry Culture Taskforce</u> as a member of the Australian Constructors Association including
 - Our Sydney Children's Hospital project has been a trial for the implementation research of the standard
 - Active role in developing implementation guidance for Wellbeing and Flexibility Pillars to help contractors understand and meet the culture standard.
 - Direct engagement of leaders on the CICT Working Group and relevant sub committees

Sharing knowledge

- Speaking at events on gender equality such as
 - o Women in Construction, Engineering and Infrastructure
 - o Department of Employment and Workplace Relations Hiring outside the box
 - Women in Leadership
- Preparing the evaluation of the Flex from the Start program that tested more flex options to remove barriers to women joining our industry – we'll be sharing our learnings and insights to support change in the industry
- Recipient of three NSW Women in Construction Industry Innovation Program Grants across two rounds.
 - Flex from the Start funding in round 1.
 - See them Thrive were recipients in round 2 this focuses on site health and wellbeing awareness and Female Constructors of the Future Initiative to get more young girls into STEM also received funding.
 - Lessons and findings from these grants will be used in scaling and building sustainable impacts in our business and industry

Industry partnerships

 Four Female Participation Advisor roles funded by Infrastructure NSW, designed to increase participation of women in trade and non-traditional roles by trialing an uplift in current government policy targets.



Our Gender Equality Strategic Plan

We launched our Gender Equality Strategic Plan in early 2022. We have made good progress since then, undertaking a range of activities across the business as detailed in the previous pages. But we know we need to do more for lasting change.

Our Gender Equality Strategic Plan outlines the actions we'll continue to take to make both short-, medium- and long-term impact to gender equality. The plan reflects the seven focuses of the WGEA Employer of Choice citation.

We've revised our Gender Equality Strategic Plan last year and a summary of our remaining goals and actions can be found here along with updated progress statements and data.

Our plan is due for renewal in 2025 and will align with the WGEA Employer of Choice Citation criteria.

Click here to view our plan



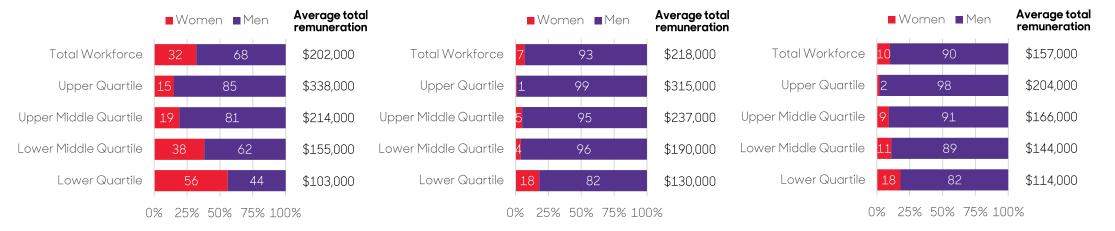
ABNs that make up our Corporate Submission Group

John Holland Corporate Submission Group is made up of 4 report ABNs

Each ABN has a different mix of employees which means the specific gender pay gap differs based on the occupation roles, geographical location and nature of roles aligned under them. Data for three of these ABNs will be made public based on the threshold set by WGEA (as shown below).

John Holland and John Holland Pty Ltd employ the most employees across different occupations. The John Holland Queensland and John Holland Rail ABN's relate to specific geographical and business contexts which helps explain the make up and differing gender pay gaps within these ABNs.

John Holland John Holland Pty Ltd John Holland Queensland Pty Ltd 4,334 employees 1,239 employees 225 employees 37050242147 11004282268 67133069280 The majority of our employees sit in this ABN. It covers All employees in this ABN are split across Labourers. This ABN contains a majority of employees who work in employees in occupations such as Professionals and Technicians and Trade Workers, and Machinery Queensland and are in occupations such as labourers Managers which are predominantly office-based Operators Occupations, they work across our national and technician/trade roles. They perform work as employees, together with site-based roles such as projects in roles like Construction Worker, Sianallina, Construction Worker, Leading Hand, Labourer, and Project Engineers, Site Engineers, Superintendents and Electrical Tradesperson and Rail Tracker Workers Electrical Tradesperson General Foreperson. Average (Mean) Total Average (Mean) Total Average (Mean) Total 33.2 12.1% 28.3% Remuneration Remuneration Remuneration Median Total Median Total 344 Median Total Remuneration 11.4% 33.7% Remuneration Remuneration Average (Mean) Base Average (Mean) Base 25.1 7.9% Average (Mean) Base Salary 25.7% Salary Salary Median Base Salary 28.9 Median Base Salary 29.9% Median Base Salary 9.4%



John Holland Rail data is reflected in our corporate submission group, but its specific data is not being made public as this is a small group of employees. This ABN reflects some of the employees working in our Rail Business. They are split across several Rail projects and the majority are in the Professionals and Managers Occupations performing roles like Site Administration, Health and Safety Advisor and Project Engineers-Track.

For further information contact:

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