

29 January 2024

Leica Biosystems Melbourne is committed to provide fair, equitable and inclusive remuneration and rewards for all employees. We recognise the existence of gender pay gaps and their impact on equality and we continue to strive to eliminate disparity by taking proactive actions.

Our commitment involves:

1. **Compensation Strategy:** Aligning our compensation structure which is a combination of market competitiveness, technical know how and performance based to reflect differentiation in performance, skills and experience. We conduct regular pay equity analyses (both as part of the annual merit-based salary reviews and out of cycle adjustments) to address any gender bias disparities where employees doing the same role with similar performance and experience are paid similar.
2. **Equal Opportunities:** We provide equal opportunities for development, advancement and promotions based on merit and qualification free from gender bias.
3. **Policies & Education:** We continuously review and refine our policies and procedures to ensure they promote fairness and equity in all aspects of employment. Our managers are trained in DE&I including hiring, total rewards and career development.

### **Key Findings - 2022 – 2023 Gender Pay Gap Analysis**

LBS Melbourne's workforce is 64% Male and 36% Female.

Last years data shows we were significantly better than our Industry Comparison in Manager categories, however analysis of our Non-Manager roles, reveals:

- Professionals: - somewhat below Industry comparison which encompasses various disciplines including engineering, finance & science. Within this group, engineering is our largest group but only a relatively smaller proportion of our engineers are females whilst the Scientist population which represents a smaller number is largely female and with a significant number electing to work part-time. The gender distribution of this group across Science and Engineering, together with the market salaries of Engineers being ~15% higher than Scientists across the career bands largely explains the deviation from the industry comparison.
- Technicians & Trades: significant below Industry comparison but a much smaller population, of which majority are experienced male employees.
- Machine Operators and Drivers: Slightly below industry comparison with nearly equal in proportion of male and females.

We have made some progress in promoting more women into senior and management positions in the last couple of years and closing the pay gap in our current workforce in the last 12 months. I am confident that the plans we have in place will drive this change moving forward and remain committed towards building a diverse and equitable workforce in LBS Melbourne.



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**VP & GM Advanced Staining Instruments**