

STANMORE RESOURCES: WGEA GENDER PAY GAP – EMPLOYER STATEMENT

Stanmore's Commitment

At Stanmore Resources, we are committed to building a workplace where everyone can thrive, regardless of gender. We believe that when people are valued and empowered, engagement increases. Gender equity is not only the right thing to do, it is a critical part of how we build a strong, sustainable, and future-focused business.

Our approach to gender equity is practical, people-driven, and embedded in our leadership and decision-making processes. We focus on ensuring equal pay for equal roles, supported by fair and transparent remuneration practices overseen by the Executive Leadership Team (ELT). We uphold a zero-tolerance approach to discrimination and work consistently to create a supportive, inclusive culture underpinned by flexibility, robust policies, and committed leadership.

At Stanmore, gender equity is experienced through everyday actions and behaviours, not just measured by statistics. Feedback from our people provides critical insights into our progress and highlights opportunities for further improvement.

Team Member Voices

The following statements, shared by our people, reflect their perspectives on leadership, development, and support within Stanmore.

"Personally, I never thought I'd be taking on a role like the one I am in today, but it was due to the encouragement of leaders/mentors that made me apply and realise my newfound strengths and capabilities. Every day, there is something new to be learned, and the support is always there from every department/leader willing to help. I used to feel embarrassed about career progression and worried about what others would think, but I've been taught that sometimes opportunities are deserved due to hard work and commitment. My return to work [from maternity leave] was quite seamless. Meetings with my leader established boundaries around flexible work and what would be reasonable adjustments for me to be able to carry out work as normal while still having a strong family focus. I cannot thank Stanmore and my leadership team enough for helping out and making the process relatively easy."

- Training Development Supervisor

"What I enjoy most about Stanmore is the people, it's a friendly and supportive workplace, particularly South Walker Creek. I feel safe speaking up and very supported within the wider Stanmore community. I have had some fantastic once-in-a-lifetime formal and informal training and development opportunities and secondments. Stanmore supports equality, inclusion, and diversity through flexible work arrangements and training and development opportunities. This has motivated me to stay with Stanmore and to prefer them over working for other employers. The flexibility allows me to have a work/life/community balance."

- Contractor Coordinator

“Working with Stanmore itself, I’ve had a lot of opportunities since they took over. I’ve had opportunities to step up into a coordinator role, work with remote dozers, receive additional training, and participate in mentorship programs. If I didn’t have the career I have now, I wouldn’t be the person I am today.”

- **CHPP Operator/Trainer Assessor**

“Stanmore provides an environment that is supportive and makes you feel valued as a team member. Through different policies and initiatives, Stanmore keeps equality, inclusion, and diversity at the forefront. Through female engagement initiatives and involvement in the industry and broader Indigenous engagement programs, Stanmore aims to make a difference in this space. Through career development plans, I’ve been given opportunities to step up into leadership roles to enhance my skills and knowledge in different areas. I’ve been provided opportunities through Stanmore to participate in a mentoring program to further my own abilities. It makes me feel valued as a team member of Stanmore, knowing that the business is willing to invest in my future. Through community engagement, environmental sustainability, and people development and commitment, Stanmore is a company I am proud to represent.”

- **Senior Safety & Training Advisor**

Where We Stand: Gender Representation

As of the end of 2024, Stanmore employed approximately 791 team members. Women represented 20% of Stanmore’s total workforce and 15% of leadership roles. According to the Workplace Gender Equality Agency (WGEA) 2023–2024 report, women represent 22% of the mining workforce nationally. We acknowledge that there is more to do and are focused on closing the gap by providing opportunities for increased female participation across operational and leadership levels. Our strategy involves targeted recruitment initiatives, stronger internal development pathways, and fostering an environment where diverse talent can thrive.

WGEA Submission

The WGEA 2023 – 2024 submission covers three reporting entities:

Entity	No. of Team Members	Median Total Gender Pay Gap
Dampier Coal	<250	0%
Stanmore SMC PTY LTD	500-999	5%
Stanmore Resources Limited	<250	37%

The reported results for Stanmore Resources Limited are impacted by the composition of the ELT, where women are currently less represented in senior positions. While Stanmore is committed to equal pay for equal roles, our gender pay gap reflects broader workforce composition factors. The primary contributors to our current gender pay gap are:

1. Lower representation of women in senior leadership and technical operational roles, which typically attract higher base salaries and incentive opportunities.
2. A greater concentration of male team members in overtime-eligible positions, particularly in site-based operational roles.

Our Position

We are committed to ensuring that all team members are paid fairly for the work they do. Our annual remuneration process is structured and data-informed, allowing us to benchmark salaries using market data and a system that flags anomalies for deeper review and correction. This process is led by site leaders and reviewed and signed off by the ELT, ensuring fairness at all levels of the organisation. The same structured approvals are in place for our Short-Term Incentive Plan and performance review process.

In 2024, to better support our people and ensure our practices reflect the evolving needs of our workforce, we undertook a comprehensive review of key policies. Following the review, we increased paid primary carer leave to 18 weeks and introduced a new Family Pathways Leave option to support team members navigating fertility-related challenges. These updates reflect our commitment to building a more inclusive and supportive experience for working parents and carers.

Of the 22 team members who took primary parental leave, 68% were males. This statistic highlights our progress in encouraging equal participation in caregiving responsibilities and demonstrates our focus on fostering a culture where both women and men feel equally supported in their family roles. These efforts align with our broader goal of advancing gender equity both at home and in the workplace.

We also formalised our approach to flexible work. Team members now have access to a range of options, including job share, part-time roles, and remote or hybrid working arrangements, where operationally viable. To support consistency, we implemented clear frameworks and guidance to ensure flexibility is applied fairly and supported by leaders across the business.

These policy enhancements demonstrate our focus on continuous improvement and our ability to adapt based on team member feedback and what works at site level.

Additionally, we implemented a remuneration framework and banding system, ensuring greater transparency, consistency, and fairness in how salaries and incentives are determined across the organisation. This structured approach supports our efforts to close the gender pay gap and ensures that all team members are compensated fairly for their roles and contributions.

To support and embed inclusive practices more broadly, in 2025 we have established a Diversity, Equity, and Inclusion (DEI) Working Group. This group includes representatives from each operational site and our corporate team and will play a key role in guiding strategy, reviewing practices, and ensuring progress on what matters most to our people.

Future Commitments and Continuous Improvements

Looking ahead, Stanmore Resources is fully committed to advancing gender equity and fostering a more inclusive workplace. Our focus is on creating an environment where all team members can thrive, and we are taking concrete steps to ensure we continue to progress.

To attract a broader, more diverse talent pool, we are expanding our recruitment practices. This includes redesigning roles with clearly defined, inclusive job requirements, promoting flexible working options when viable, and introducing a formal Talent Pipeline Framework to enhance the diversity of future leadership. We are also revising our job advertisements to ensure they use gender-neutral language and are inclusive of diverse candidates, reflecting our commitment to equity and inclusivity from the very first point of contact. In support of gender equity in recruitment, we are refining our candidate selection processes to eliminate unconscious biases, ensuring a more inclusive approach from the outset.

We also recognise the significant impact of domestic and family violence on our workforce. In response, we will strengthen our referral pathways to support services and expand our paid leave provisions beyond the minimum legislative requirements to better assist affected team members.

In 2025, we are committed to deepening our team member consultation efforts to ensure that gender equity and inclusion are continuously informed by the voices of our people. While we conducted a survey for women working at Stanmore in 2024 to gain valuable insights into their experiences, we recognise that ongoing engagement with the entire workforce is crucial to shaping a truly inclusive workplace. This year, we will expand our consultation practices to include broader team member feedback across all genders, roles, and locations.

Our goal is to establish more regular, open channels of communication, where team members feel empowered to share their experiences, ideas, and concerns. This will include both formal and informal mechanisms, such as focus groups, feedback sessions, and anonymous surveys. Through these efforts, we aim to ensure that our diversity, equity, and inclusion strategies remain responsive to the evolving needs of our workforce and align with the lived experiences of all team members.

By creating a robust system of consultation, we will be able to continuously refine our policies and practices, foster greater accountability, and ensure that gender equity remains at the heart of our business culture. This process will also enable us to identify emerging issues, celebrate successes, and track progress on our commitment to building a more inclusive, diverse, and equitable workplace for everyone.

Finally, as part of our broader commitment to gender equity, Stanmore Resources is reviewing the introduction of measurable gender targets in key areas such as workforce composition, pay equity, flexible working arrangements, and leadership diversity. This process, informed by industry benchmarks and best practice guidance from the Workplace Gender Equality Agency (WGEA), will help ensure our actions are transparent, accountable, and aligned with our long-term goals of continuing to build a more diverse and inclusive workforce.

Closing

At Stanmore Resources, gender equity is part of how we do business. It's in the way we support our teams, recognise performance, and create space for everyone to succeed.

We're proud of the progress we've made, and we're focused on the work ahead. Through consistent action and a genuine commitment to improvement, we're closing the gap, not just in pay, but in workplace culture, confidence, and career opportunity.

At Stanmore, gender equity is more than a metric - it is the standard we live by.