



Appendix 1: WGEA Gender Pay Gap – Employer Statement

STANMORE RESOURCES: WGEA GENDER PAY GAP – EMPLOYER STATEMENT 2026

Stanmore’s Commitment

At Stanmore Resources (Stanmore), we remain committed to building a workplace where everyone can thrive, regardless of gender. We believe that when people are valued, supported and treated fairly, engagement increases and stronger outcomes are achieved. Gender equity is not only the right thing to do - it is a core part of how we build a safe, sustainable and future-focused business.

Our approach to gender equity is practical and outcomes-focused, embedded in leadership accountability and decision-making processes across the organisation. We prioritise equal pay for equal roles, supported by structured and transparent remuneration practices overseen by the Executive Leadership Team and the Board through regular governance and reporting processes. Stanmore maintains a zero-tolerance approach to discrimination and fosters a respectful and inclusive workplace supported by clear policies, flexibility and strong leadership behaviours.

Where We Stand: Gender Representation

As at the 2024-2025 reporting period, Stanmore employed approximately 782 team members, with women representing around 18% of the total workforce. This represents a slight decrease from the previous reporting year and reflects workforce growth during the period, rather than a reduction in female headcount.

Gender representation continues to vary by role and level. Women remain under-represented in senior leadership and operational roles and more strongly represented in lower-remuneration and support roles. This distribution aligns with Stanmore’s pay quartile outcomes and reflects the historical composition of the coal mining workforce.

Since the 2023-2024 reporting period, Stanmore has continued to progress commitments outlined in the previous Employer Statement, including embedding structured remuneration frameworks, maintaining flexible work and parental leave arrangements, and strengthening workforce analysis to better understand gender representation and pay outcomes across employing entities. Stanmore recognises that improving gender representation requires sustained, long-term effort, with a continued focus on targeted recruitment, development and progression opportunities across operational, technical and leadership roles.

WGEA Submission

The 2024-2025 WGEA submission covers three reporting entities:

Entity	No. of Team Members	23-24 Median Total Gender Pay Gap	24-25 Median Total Gender Pay Gap
Dampier Coal	<250	0%	1.7%



Stanmore SMC PTY LTD	500-999	5%	7%
Stanmore Resources Limited	<250	37%	38.5%

The reported results for Stanmore Resources Limited are impacted by the composition of the Executive Leadership Team, where women are currently less represented in senior positions. While Stanmore is committed to equal pay for equal roles, the gender pay gap reflects broader workforce composition and seniority distribution factors.

At a Corporate Group level, Stanmore reported a median total remuneration gender pay gap of 7.2%, compared to 5.1% in 2023–2024, reflecting changes in workforce composition across employing entities rather than inequitable pay practices.

The primary contributors to Stanmore’s current gender pay gap are:

- lower representation of women in senior leadership and technical operational roles, which typically attract higher base salaries and incentive opportunities; and
- a greater concentration of male team members in higher Employment Agreement levels and overtime-eligible positions, particularly in site-based operational roles.

Our Position

Since the 2023-2024 reporting period, Stanmore has progressed the commitments outlined in its previous Employer Statement through actions focused on strengthening governance, consistency and workforce insight.

During the 2024-2025 reporting period, Stanmore undertook a more comprehensive, entity-level gender pay gap analysis, incorporating base salary, total remuneration, short-term incentive outcomes, performance reviews, workforce composition and pay quartile data. This analysis has improved visibility of workforce structure and pay outcomes across employing entities and strengthened governance oversight through review by the Executive Leadership Team. These actions directly reflect the key drivers identified through the 2024-2025 gender pay gap analysis.

Stanmore has also invested in leadership capability and internal development through the introduction of the Stanmore Leadership Program. The program provides a structured and consistent approach to building leadership capability across both operational and corporate environments and supports succession planning and internal progression into manager and senior roles over time. As part of Stanmore’s broader workforce strategy, this initiative supports the development of a sustainable leadership pipeline and complements longer-term efforts to strengthen representation across roles and levels.

In addition, Stanmore maintains enhanced parental leave provisions, including Family Pathways Leave, and flexible work arrangements where operationally viable. These arrangements are embedded as standard practice and support workforce participation and retention across a range of roles and work patterns. Guidance has been formalised to support consistent and balanced application by leaders, aligned to operational requirements.



Together, these actions have strengthened Stanmore's ability to understand workforce dynamics, support fair and transparent pay practices, and inform longer-term workforce planning.

Future Commitments and Continuous Improvements

Stanmore recognises that improving gender representation and narrowing the gender pay gap requires sustained, long-term effort, particularly in an operational environment with a historically male-dominated workforce. Building on the commitments outlined in the 2023–2024 Employer Statement and informed by the outcomes of the 2024–2025 gender pay gap analysis, Stanmore is strengthening its approach to governance, workforce planning and consultation through the introduction of new frameworks and consideration of targeted actions.

During the coming reporting period, Stanmore is introducing and applying a Workplace Inclusion Framework to guide practical actions that support inclusion, workforce participation and capability development across operational and corporate environments. This framework provides a consistent reference point for leaders and supports alignment between inclusion initiatives, workforce planning and operational requirements.

To support this work, Stanmore has established a Workplace Inclusion Working Group, operating as an advisory forum with representation across corporate functions and site-based technical and operational roles. The inclusion of technical team members ensures initiatives are informed by operational experience and reflect the realities of site-based work.

In addition to actions already embedded, Stanmore is considering a number of proposed actions arising from its 2024–2025 gender pay gap analysis. These include:

- Formalising comprehensive gender pay gap analysis as an annual governance process, with results reviewed by the Board.
- Strengthening succession planning, development pathways and internal movement to support an increase in female representation in manager roles over the three-year WGEA target cycle.
- Enhancing employee consultation to better understand the drivers of attrition and progression, including refining exit surveys and interview processes, to inform targeted retention and workforce sustainability actions.

These proposed actions align with Stanmore's existing commitments to fair and transparent remuneration practices, leadership development and consultation, and reflect a more evidence-based approach to long-term improvement.

Closing

At Stanmore Resources, gender equity is an integral part of how we operate and how we plan for the future. The 2024-2025 results reflect the structural composition of our workforce and the operating context of the coal mining sector, while also demonstrating a more mature and data-informed understanding of the drivers of our gender pay gap.

Through strengthened governance, embedded workforce practices and a focus on long-term capability and inclusion, Stanmore is taking practical steps to support sustainable progress. We remain committed to transparency, accountability and continuous improvement as we work towards a more inclusive and equitable workplace.