

EMPLOYER STATEMENT

CSL Australia Gender Pay Gap Our 2024 Pay Gap Data

“Our people are at the heart of our mission to develop new therapies and vaccines to save lives, protect public health and support the patients and communities we serve. We want to be a true reflection of the world around us. By celebrating our differences and creating a culture of curiosity and empathy, we are able to better understand and connect with our patients and donors, foster strong relationships with our stakeholders, and sustain a diverse workforce that will move our company and industry into the future.

“Our current total remuneration* average gender pay gap in Australia is 4.0% and median pay gap is 5.5%, a small improvement from 2023. Analysis of the drivers contributing to the gender pay gap shows that similar to last year, while base salaries are equal, men receive on average 2.5 times more in overtime payments, 3.5 times more in penalty payments and are 1.5 times more likely to receive a Long-Term Incentive (LTI) grant. While eligible employees have equal access to earn these payments, men are more likely to avail these opportunities or be in positions where these payments are available. We have conducted research to understand the barriers to women participating in opportunities to access overtime and penalty payments. While there were no structural or systemic barriers, the research showed some women preferred not to work overtime for a variety of reasons including childcare and family responsibilities, focus on work life balance, and focus on mental health. Women are also underrepresented in executive levels influencing LTI payments. We have initiatives to increase women in senior roles including diverse candidates slates, steps to guard against conscious and unconscious biases, training programs on inclusive leadership and unconscious bias, embedding diversity in talent management, a robust performance management process, and supporting all employees in balancing work with personal commitments.

“While our gender pay gap is smaller than the Australian national average of 21.8%, we recognise there is more work to do to increase gender parity and pay at all levels. We stay committed to increasing gender diversity at all levels and to ensuring fair and equitable pay at all levels.”

Roanne Parry

Executive Vice President, Chief Human Resources Officer

What is the gender pay gap?

The gender pay gap is the difference in average earnings between women and men in the workforce regardless of job or level. Reporting a positive pay gap means men collectively are paid more than women. Reporting a negative pay gap means women are paid more than men collectively.

It is not the same as equal pay where women and men are paid the same for the same, or comparable, job. This has been a legal requirement since 1969.

Total remuneration* and base pay comparison

	Mean (average of a data set)		Mean (average of a data set)	
	CSL	Manufacturing Benchmark	CSL	Manufacturing Benchmark
Total Remuneration	4.0%	11.2%	5.5%	9.9%
Base Salary	2.0%	7.6%	1.2%	6.1%

*Total remuneration includes base pay, superannuation; short-term incentives; long-term incentives; penalties, overtime, and allowances.

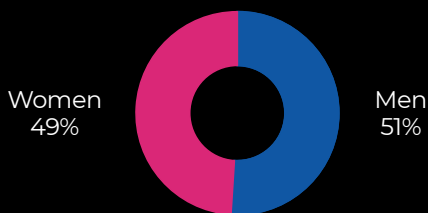
Gender composition by pay quartiles

Pay quartiles show the distribution of earnings when looking at pay. The workforce is divided into four equal groups ranging from the lowest to the highest paid individuals. It shows the proportion of men and women in each quartile.

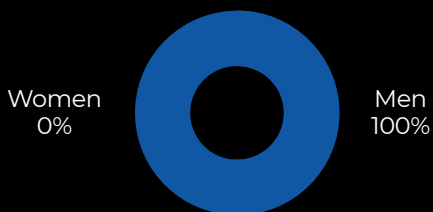
	Lower	Lower Middle	Upper Middle	Upper	Total
Women	55%	49%	44%	46%	49%
Men	45%	51%	56%	54%	51%

Workforce composition - CSL Australia Gender composition by role*

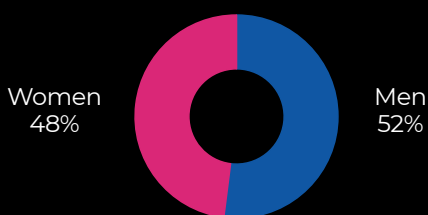
Total Workforce



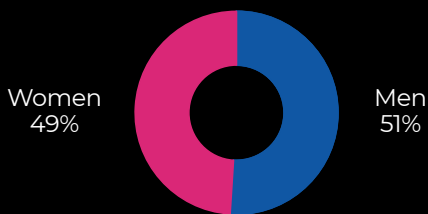
Key Management Personnel**



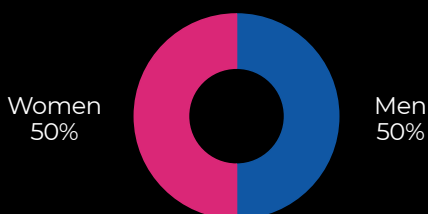
Managers



Non-managers



CSL Board



Gender equity indicators

GE 1/2 GENDER COMPOSITION OF WORKFORCE & GOVERNING BODIES

We continue to take actions to be fair, equitable and inclusive in our talent practices, including diverse candidates.

GE 3 EQUAL REMUNERATION

CSL regularly analyses the drivers of the company's gender pay gaps, has an Australian Gender Equality Policy in place and takes action to address the gaps.

GE 4 FLEXIBLE WORK AND PARENTAL LEAVE POLICIES

We believe that when employee benefits are accessible and offered equitably to men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention. More gender equal uptake of parental leave can also reduce the gender pay gap. CSL also has a policy for flexible work arrangements, and a strategy to support employees with family or caring responsibilities.

GE 5 CONSULTATION ON DIVERSITY, EQUITY & INCLUSION EFFORTS

As part of our DE&I strategy we have clear gender representation goals that guide our talent management practices and consult with our employees on how to improve gender representation where there are gaps.

GE 6 SEXUAL HARASSMENT, HARRASSMENT ON THE GROUNDS OF SEX OR DISCRIMINATION

CSL does not tolerate sexual harassment and discrimination at work and reinforces mutual respect. Policies are in place to prevent and address situations if they arise.

*Data accurate as provided to WGEA 31/03/2024

**Key Management Personnel (as at 31 March 2024) includes Global Leadership Group (Senior Vice President & General Manager CSL Seqirus (man), Chief Strategy Officer (man), excluding CFO (woman) who is reported in the CEO section as most senior leader in Australia)