



## **A message from Scott Wyatt – Chief Executive Officer and Executive Director**

The Viva Energy Group champions gender equity and is committed to continuing to build an inclusive culture where everyone can thrive. We have a longstanding commitment to gender equity and reducing the gender pay gap – reporting our gender pay gaps publicly since 2020.

Striving for Equal Pay is not as simple as ensuring that women get paid the same amount as their male counterparts. It is about considering all the factors that ultimately determine a person's lifetime earning potential, including equal access and opportunity for jobs, uninterrupted remuneration and career progression while caring for children and parents, designing roles which provide flexibility for juggling the demands of both work and home, and living a culture which values and respects diversity.

We will only achieve equal pay when we have equal representation of women and men in all roles and all levels of our company and when women have equal opportunities to contribute to the success of our company, progress their careers and benefit from the economic security that follows.

Representation of women in both senior and operational roles remains a key driver of the gender pay gap. This is why we are putting considerable focus on attracting and supporting women into areas of our business where they are currently under-represented, and where there are considerable opportunities to build new skills in higher paying roles. This includes continuing to grow the number of women in mid and senior leadership positions, as well as removing barriers to women working in operational and shift-based roles, which attract allowances and overtime. In the past five years, Viva has redesigned roles to be more flexible and provided training to candidates, with considerable success. Women now account for 15 per cent of refuellers, for example, up from almost none a few years ago.

However, we still have work to do. The barriers to a more equitable workplace take time to remove. We believe that everyone should have equitable access to power, resources, and opportunities, and be treated with dignity, respect, and fairness – no matter their gender. This is at the core of our gender equity work and will continue to drive our commitments when it comes to building a truly inclusive workplace for all.

*Scott Wyatt – Chief Executive Officer and Executive Director*

## Viva Energy Group Gender Pay Gap statement (based on the WGEA's 2023/24 annual compliance report)

### Viva Energy Group

Viva Energy has been meeting the energy needs of Australian motorists and businesses for more than 120 years. While energy remains an important part of our operations, we are now a diversified company with over 15,000 team members, represented by three distinct business units supported by nation-wide infrastructure, respected retail brands and trusted products and services.

#### Convenience & Mobility

Following the acquisition of Coles Express and the OTR Group, Viva Energy is the largest company owned and operated petrol and convenience retailer in Australia with approximately 1,000 stores. The broadening of our convenience offers, and the integration of quick service restaurants and electric vehicle recharging facilities presents consistent growth opportunities in this fast-growing retail segment.

#### Commercial & Industrial

With leading positions in resources, aviation, marine, road construction, agriculture, defence and commercial road transport sectors, Viva Energy is well placed to support the changing energy and non-energy requirements of commercial and industrial customers. Our supply and development of traditional and future fuels, as well as a range of locally produced specialty products such as niche fuels (including military grade), bitumen, solvents, and polymers, builds deep relationships with our customers and provides strong long term sustainable growth opportunities.

With a purpose-built fleet of delivery trucks, Liberty Rural, including Mogas extends our network capabilities to supply fuel directly to rural and regional customers who require bulk delivery including small fuel drops. Additionally, Liberty Rural provides a fuel delivery service to commercial customers across rail, marine and aviation industries.

#### Energy & Infrastructure

Our extensive nationwide energy infrastructure includes the strategically important Geelong Refinery and over 20 fuel storage facilities. This infrastructure gives us a strategic advantage in supplying traditional fuels and transitioning to renewable energies including sustainable aviation fuels and renewable diesel as they become more developed and commercially available. Supplying approximately 25% of Australia's fuel needs, Viva Energy plays an important role in bolstering Australia's fuel security, as well as supporting the energy transition.

### Pay Gaps

The base salary pay gap for the Viva Energy Group\* was 5.5% (mean), while the total remuneration pay gap was 17.4% (mean).

- The base salary pay gap in the combined OTR - Convenience and Mobility businesses was 4.82% (mean), while the total remuneration pay gap was 4.74% (mean)
- The base salary pay gap for the combined Commercial & Industrial and Energy & Infrastructure businesses, which include employees from Viva Energy Australia and Viva Energy Refining was 1.94% (mean), and a total remuneration gender pay gap was 12.94% (mean)
- The base salary pay gap in Liberty Oil was 23.9% (mean), while the total remuneration pay gap was 32.4% (mean)
- The base salary pay gap in Mogas was 19.9% (mean), with the total remuneration pay gap also 19.9% (mean)

\*The gender pay gap for the Viva Energy Group includes all employing entities with 100 or more employees

### Closing the Gender Pay Gap

There are several drivers for the current gender pay gap across the Viva Energy Group, including having a lower proportion of women in mid-level leadership positions, and a lower proportion of women working in the operational parts of our business such as Refining and Supply Chain where many of the roles attract overtime and allowances.

Across the Viva Energy Group, we have initiatives in place to continue to close our gender pay gap:

We are committed to continuing to grow the representation of women in all senior roles. We know that having more women in key decision-making positions delivers better organisational performance, greater productivity and profitability. We do, however, have opportunities to grow the representation of women in other senior roles. To further grow the leadership pipeline for women, we have refreshed our leadership and mentoring programs to further develop our future leaders and set them up for success.

We continue to focus on lifting the representation of women in our front-line operator roles across refining, supply chain, aviation and the wholesale fuel businesses. Within the Geelong Refinery, we have successfully lifted the representation of women in operator roles from less than 10% to more than 25% over five years and continue to drive initiatives to improve gender representation in this area. These initiatives include re-designing roles to support part-time and job-share and encouraging both men and women to participate in these arrangements. Targeted recruitment programs to attract women to operational roles and adapting skills criteria to support applicants without prior experience or traditional skills have also helped attract and retain female talent.

To create a workplace culture in which everyone can thrive, we continue to focus on building a respectful workplace. This includes offering bespoke training to educate team members on how they can help build a culture where everyone feels welcome. Team members are educated on gender-based bias, discrimination, sexual harassment, and bullying, including what it is and how to intervene if they see it.

Tracking and reporting against our targets keeps us accountable. Our reporting dashboard provides us with up-to-date pay gap data for all areas across the Viva Energy Group, to help us to track and monitor our progress on an ongoing basis. This enables better decision-making regarding salaries for new hires and promotions over the course of the year to support reducing the gap.

Viva Energy Australia's market competitive parental leave policy supports both parents to take leave to care for their new child and has been developed to increase women's participation in the workplace. The policy has seen an increase in men taking paid parental leave to care for their families, which in turn enables women to return to work and their careers.

## The Gender Pay Gap: The Workplace Gender Equality Agency report for the 2023 – 2024 reporting period

Given the structure of the Viva Energy Group, discussion of the gender pay gap by business area (as above) is most meaningful.

The gender pay gap for our Australian businesses with more than 100 employees, can also be viewed by ABN, as reported by The Workplace Gender Equality Agency (WGEA), and detailed below.

	<i>Entity</i>	<i>Number of employees</i>	<i>Male Rep %</i>	<i>Female Rep %</i>	<i>Base Salary GPG (mean)</i>	<i>Total Remuneration GPG (mean)</i>	<i>Industry comparison gender pay gap</i>
<b>Commercial &amp; Industrial and Energy &amp; Infrastructure</b>	<b><i>Viva Energy Australia</i></b>	1,037	63%	37%	0.6%	9.4%	11.2%
	<b><i>Viva Energy Refining</i></b>	531	78%	22%	10.0%	16.3%	11.6%
	<b><i>Liberty Oil</i></b>	180	80%	20%	23.9%	32.4%	18.5%
	<b><i>Mogas</i></b>	131	82%	18%	19.9%	19.9%	18.5%
<b>On the Run - Convenience &amp; Mobility</b>	<b><i>Viva Energy Retail</i></b>	6,090	54%	46%	3.9%	3.7%	5.9%
	<b><i>On the Run</i></b>	5,136	54%	46%	5.2%	5.2%	5.9%
	<b><i>Smokemart Gift Box</i></b>	1,492	77%	23%	9.6%	9.6%	9.0%
	<b><i>Doughboys</i></b>	152	43%	57%	3.6%	3.6%	10.9%