

Workplace Gender Equality Agency (WGEA) Employer Supporting Statement

Introduction:

The gender pay gap represents the disparity in average earnings between women and men within the workforce. It serves as a valuable metric for assessing and monitoring gender equality on a national, industry, or organisational level. The imperative to narrow the gender pay gap is crucial for Australia's economic prosperity, embodying its commitment to fostering an equitable and just society for all.

This pay gap is the outcome of various societal, industrial, and organisational factors that collectively impact on an individual's earning potential. Often its origins can be traced back to the recruitment phase and can persist as individuals progress through their careers.

Currently, Civeo Australia's Gender Pay Gap stands at 12.9%, comparing favourably to the national Gender Pay Gap average of 13.3%. Additionally, our median pay gap is 8.1%.

The commentary below is intended to provide context to our current gender pay gap as well as highlighting specific initiatives intended to address it. Commentary is provided against the six Gender Equality Indicators (GEI) as prescribed by WGEA.

GEI1: Workforce Composition

In 2023, we observed a positive increase in the representation of women in both key management positions and middle management roles. However, our middle management statistics reveal that this remains an area for improvement. This challenge stems from the operational nature of many middle-ranking roles, particularly those within our FIFO workforce, making it challenging for women, often at a key caregiving stage of life, to accommodate the typical two-week away-from-home rosters.

In an endeavour to remove some barriers to female employment in our remote workplaces, we have implemented a range of flexible options. This includes hiring team members from the local area and creating family-friendly schedules aligned with school hours. This is harder to implement in our remote mine site contracts. We endeavour to introduce shorter rosters where possible such as 7/7, 3/4, or 8/6 where it is contractually possible and operationally plausible to do so.

Over the last year, 30 female staff members achieved promotions into management positions. This is an outcome of our ongoing efforts to focus on fostering an inclusive environment and

actively encouraging and supporting women to apply for managerial roles within the organisation.

In addition, all staff are equally encouraged to undertake career enhancing studies which may include internal training opportunities or external options using our Education Assistance Policy.

GEI2: Gender Composition of the governing bodies

Our Board, headquartered in the United States, is currently comprised of 20% female members. According to the Workplace Gender Equality Agency (WGEA), boards with a 20% female representation tend to yield enhanced overall equality outcomes and demonstrate greater company performance.

GEI3: Equal remuneration between women and men

The majority of our operational staff, who constitute the bulk of our workforce, receive compensation through either Enterprise Agreements or Awards, where rates are determined based upon job roles rather than gender. For positions not covered by EBA/Award arrangements, remuneration is established in accordance with the responsibility and remunerative value of the role irrespective of gender.

We are actively working on enhancing gender balance within middle management roles at our corporate offices. A notable achievement in 2023 was the appointment of two senior females into lead roles within the Supply Chain team.

In 2024, we will conduct a comprehensive analysis of all middle management roles and their respective teams to understand the barriers to a greater gender balance.

Outcome: Analysis of pay in middle management roles

GEI4: Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities.

88% of our workforce holds FIFO roles, with rosters such as 14/7 on-site being contractual requirements mandated by our contracts and clients. Consequently, employees in such roles are exempt from coverage under our Flexible Working Policy.



We support our employees (more usually in our corporate offices) who wish to work part-time, male or female, and will endeavour to offer flexibility to members of staff who do not wish to reduce their hours but still require flexibility.

Non-FIFO employees enjoy flexibility in terms of working hours, days, and locations. Moreover, certain roles are designated as fully remote. All employees based at Civeo's corporate offices in Sydney, Brisbane, and Perth have access to our Flexible Work Policy. This policy encompasses four flexible work solutions: flexible hours, flexible office arrangements, flexible leave, and flexible Fridays.

Furthermore, we provide an Employee Assistance Program for all employees and their relatives, offering support in numerous ways.

It is noteworthy that we have recently enhanced our Parental Leave Policy, providing an increased number of weeks off, and this policy is applicable to all employees.

The revised policy encompasses several notable improvements, including:

- Augmented company-funded parental pay (for all eligible employees)
- Implementation of flexible parental leave options
- Introduction of unpaid pre-adoption leave
- Inclusion of unpaid special parental leave
- Provision of parental leave for premature birth and birth-related complications
- Establishment of parental leave for stillbirth or infant death

GEI5: Consultation with employees on issues concerning gender equality in the workplace.

The inaugural Diversity Survey which was run in 2023 was instrumental in enabling our organisation to identify and proactively address any gender equality issues. The insights derived from this survey will serve as a guiding force in the development of our inaugural Diversity and Inclusion strategy in 2024. This strategy, informed by the survey results, will empower the organisation to plan and implement meaningful events and actions that authentically represent the diverse backgrounds, perspectives, and identities within the Civeo community.

Outcome: Development of Strategy and Policy

GEI6: Sexual harassment, harassment on the grounds of sex or discrimination

We take respectful behaviours very seriously; every person regardless of whether they are a guest, or an employee has the right to feel and remain safe whilst staying and working at our villages and our corporate offices.



Civeo is committed to providing safe, inclusive, and professional workplaces where all people are treated with dignity, courtesy, and respect and which are free from all forms of disrespectful behaviour, including bullying and harassment.

To reinforce our commitment to provide all Civeo guests and employees with a workplace that is safe and free of harassment, we have formally introduced our Respect@Work Policy Statement which is part of a wider Respect@Work program based on the foundations of leadership, culture and transparency, and includes:

- A company-wide survey of all our people
- A review of our Bullying and Harassment policies and reporting protocols
- A series of 'Let's talk about Respect@Work' facilitated conversations.
- A village wide communication campaign for guests and employees

Outcome: Ongoing rollout of Upstander and Crucial Conversations Training