



TSA Management

Workplace Gender Equality Agency | 2024

We believe that our people are at the core of who we are and what we do, and working together we create a meaningful and positive impact in the communities in which we live and work. Our culture is a living and breathing demonstration of this.

Central to our culture is our commitment to Diversity, Equity, and Inclusion (DEI). Our DEI strategy has been developed and shaped collaboratively with our people. It actively engages with and harnessing our collective insights. To ensure accountability, we measure and monitor metrics, sharing our progress in our pursuit of equality and inclusion. Reporting here, in our Global Reporting Initiative (GRI) Commitments, and on tsamgt.com, is part of this transparency.

Whilst our median gender pay gap has consistently decreased over the last three years, we know that we still have work to do. Our leadership teams are committed to eliminating the gap. We know that we have gender pay parity for comparable roles (with no difference on the gender diversity dimension). Our median pay gap however tells us that we need more women in our senior leadership teams, and this will continue to be a significant focus.

Our reporting details other initiatives we are pursuing to create this change, as we strive to ensure our people reflect the communities where we live and work. I look forward to reporting our progress in this space next year.

Dori Petrides

I confirm the gender pay gap data and narrative in our reporting is accurate.



Dori Petrides
Executive Director
People & Culture

Gender Pay Gap

We are focussed and committed to equalising our median pay and recognise that the work done to date must continue to be prioritised at the highest levels in our business. We recognize that more progress is required.

Key points

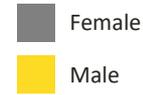
We have a gender pay gap and we know why.

There are fewer women than men in leadership positions. While there has been progress in senior teams, efforts must extend across all levels of the organisation. A greater balance of women and men at all levels is critical to reduce and eliminate this gap.

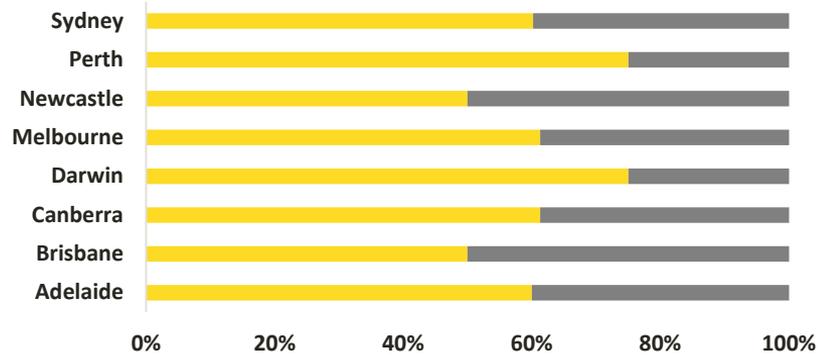
Further progress is required.

The balance we commit to in our Diversity, Equity and Inclusion plan has been established to measure and communicate our progress.

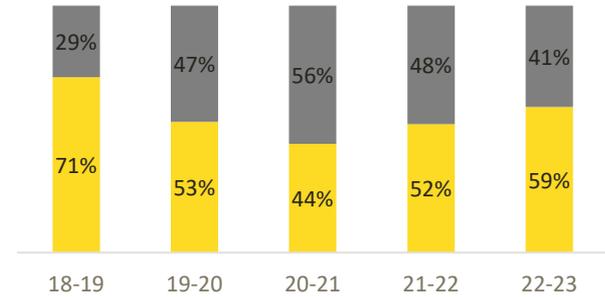
Our Journey FY22-23



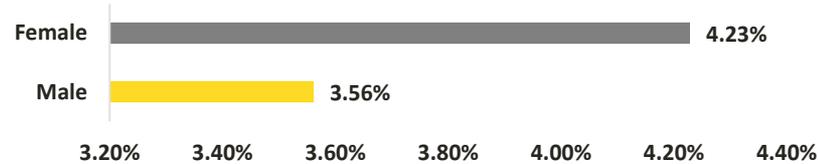
Gender by region



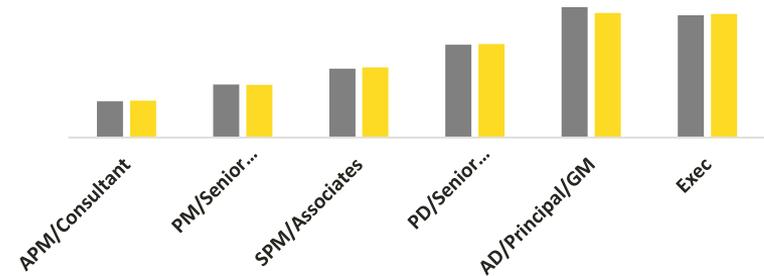
Promotions by gender



Package increases in 2023 salary reviews

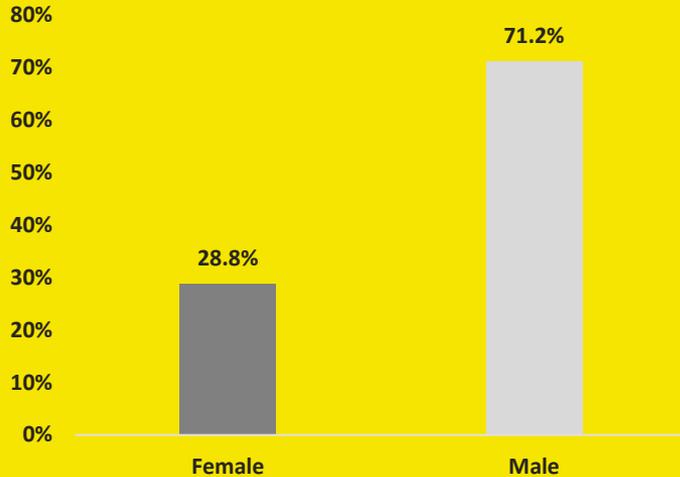


Australian average base salaries



Gender: management vs non-management

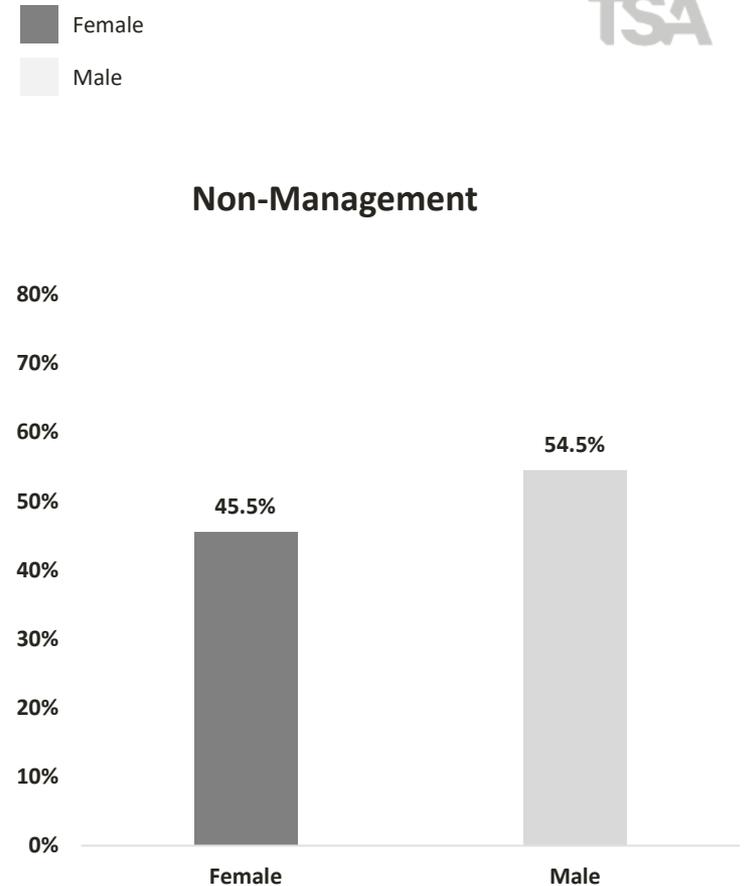
Management



The breakdown of Management versus Non-Management composition as outlined by the WGEA requirements.



Non-Management



TSA's Diversity, Equity & Inclusion program: Thrive



Thrive is our commitment to providing a workplace that promotes and celebrates diversity and ensures an inclusive environment so that everyone can bring their whole self to work.

Our Thrive vision is shaped around four pillars:

Attract

Our diverse workforce is by design. We attract and hire diverse people to meet our business needs.

Grow

Our people have equitable access to development opportunities that inspire, empower and support them to achieve their potential.



Energise

Our people are excited by, and engaged with what we do as a business and genuinely want to stay to achieve our vision.

Unify

Our inclusive workplace understands, respects, and celebrates difference while sharing a common purpose. Our purpose and values are understood by our people who work together to deliver.