Employer Statement on Gender Pay Gap Report

Data released by the Federal Government's Workplace Gender Equality Agency (WGEA) reveals that the average total remuneration pay gap for NES Fircroft Australia Pty Ltd in 2025 was 37.1%, while for Evolve Scientific Recruitment Pty Ltd, it was 3.0%.

At NES Fircroft, we acknowledge that there is still significant work to be done both within our industry and our organization to address gender pay gaps. These gaps are influenced by a variety of factors that have been widely discussed over the years, such as the underrepresentation of women in traditionally male-dominated industries and the higher representation of men in operational remote jobs. To provide further context:

- Our pay gap results reflect both our internal staff and the contractor base placed with clients.
- We ensure that women and men with equivalent experience and skills receive equal pay for the same job. This commitment to pay equity has been upheld every year, and equal pay for equal work has been a legal requirement since 1969.
- The oil & gas and mining sectors, where we operate, have historically had more men working in higher-paid roles at asset sites. While more women are now entering these roles, our industry faces an intergenerational challenge with gender representation.
- We employ a significant number of short-term casuals for outages at our asset sites. These roles, which attract a premium rate due to their casual nature, have also historically been male-dominated.
- Internally, we are committed to achieving a balanced gender composition among our staff.
- NES Fircroft promote women in the engineering industry through an extensive range of global and local initiatives, despite this, the shortage of female talent remains a challenge compared to demand. We continue to collaborate closely with some of the world's largest engineering employers to help bridge this gap

We remain dedicated to making our workplace as inclusive as possible and supporting our clients in achieving this goal. Gender Pay Gap reporting and the analysis of associated data bring transparency and focus to the different experiences of men and women within our organization and at our clients. We will use these insights, along with our data reporting capabilities, to inform our workforce and clients, and review practices to implement changes that will have a lasting impact on our internal staff and contingent workers.

NES Fircroft is committed to making progress over time in closing its gender pay gap.