



KESTREL COAL
RESOURCES

WGEA EMPLOYER STATEMENT

2023/24

Our Commitment

Kestrel is committed to fostering an inclusive and equitable workplace where all of our people, regardless of gender, have the opportunity to thrive.

We believe that gender equality is not only the right thing to do, but also a driver of innovation, performance, and long-term success. By promoting gender diversity, we create a work environment that values different perspectives, encourages collaboration, and empowers everyone to contribute to their fullest potential.

We are dedicated to continuously advancing our gender equality initiatives, ensuring fair treatment, equal opportunities, and support for all employees to grow, succeed, and lead with impact.

Gender

6% Gender Pay Gap

8% Female Workforce

Remuneration at Kestrel is determined using extensive internal and external market data research. We do not pay employees differently based on their gender.

Kestrel Coal Pty Ltd has a Gender Pay Gap of 6% against the Comparison Group of 13.6%. 8% of our workforce are female, against the Coal Mining Industry of 19%.

Our Gender Pay Gap is related to having a lower proportion of female employees across all levels of the organisation, in particular senior roles.



Our Actions



Attracting

Invest in memberships, partnerships and sponsorships to expand our existing female network and strengthen our brand awareness.

Establish recruitment initiatives that encourage more females to apply for roles at Kestrel.

Celebrate the achievements of Women in the Mining Industry.



Retaining

Expand flexibility to support work-life balance.

Foster an inclusive workplace culture.

Support women's networks and mentorship programs to empower females.