

IGO'S GENDER PAY GAP EMPLOYER STATEMENT – FEBRUARY 2024

Based on data submitted to WGEA for 2022 - 2023



IGO Limited is focused on creating a better planet for future generations by discovering, developing and delivering products critical to clean energy. We are a purpose-led organisation with strong, embedded values and a culture of caring for our people and our stakeholders. IGO recognises the value of diversity, equity and inclusion and the impact that we have on our working environment, capability development, performance and the creation of sustainable value for the organisation and our stakeholders.

Our integrated programs of work seek to ensure our people feel valued, included and respected. We aspire to have a positive impact on the mining community through the development and support of our workforce. IGO is committed to creating a working environment that recognises, respects and fairly rewards the contribution of all employees.

OUR GENDER PAY GAP

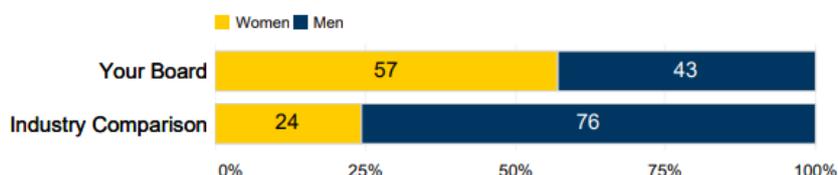
IGO's average total remuneration gender pay gap reported by the WGEA 2022 - 2023 was 10.7% favoured towards males, which is less than the industry comparison group of 14.9%.

	IGO Ltd	Industry Comparison
Average total remuneration	10.7%	14.9%
Median total remuneration	16.1%	21.3%

IGO has also achieved a higher concentration of females across the workforce comparatively to industry peers (26% vs 17%).



The IGO Board is also comparatively higher in females than industry average, with a majority presence of 57% female board composition.



THE DRIVERS OF OUR GENDER PAY GAP

IGO is driven to foster a more gender diverse and inclusive workforce, and this is reflected through our higher than industry average employment scores. Although this result is positive we understand the long-term challenge and that there is still work to be done to improve inequalities, including the gender pay gap.

Our results are partially reflective of the demographic of our workforce and sector as the resources industry in Western Australia remains predominantly male dominated. A large portion of our gender pay gap is attributed to management roles (General, Senior or Other Managers) where males remain the majority. The gender of these

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senior roles can be somewhat attributed to the historical gender balance of the group of people whose entry point into their careers has been through engineering, geology and similar technical degrees, or apprenticeships into trades. Many of the managers in the business have passed through this same career journey, and we recognise it has historically been challenging to recruit females at the same rate as males into STEM education pathways or trades. This trend is also reflected, to a lesser extent through the work that we have done to improve the balance, in our non-manager positions, with labourers, technicians and operators heavily centred towards male incumbents.

OUR ACTION PLAN

In 2016 IGO created a number of measurable diversity criteria to guide our focus and track our progress. In 2018 and 2019 these targets were updated and expanded to broaden our focus on diversity beyond gender.

Whilst our diversity journey has been driven by what we believe to be fair, from 2020 we sought to challenge what we can achieve with our targets and expanded our focus to a more collaborative, whole of business approach to inclusion. This strategy continues to drive our business achievements today and is fundamental to reducing our gender pay gap over time.

IGO's strategy acknowledges the different employee life cycle stages and has been designed to build diversity and inclusion for a range of currently under-represented groups within IGO. To track our progress in increasing representation and participation of the under-represented groups, the Board has approved, as a minimum, a defined group of measurable criteria which we report on publicly each year in the Company's annual [Corporate Governance Statement](#). As IGO is a "relevant employer" under the Workplace Gender Equality Act, IGO will also report on the measurement criteria set by the Workplace Gender Equality Agency on an annual basis.

For more information about IGO's commitment to greater diversity and equal opportunity across the organisation, and the progress that we have made, please see the Our People section in the [2023 Sustainability Report](#) which can be found on our website.

Specific Area Objectives

IGO has specific policies, standards and procedures that progress our philosophy and strategy on diversity and inclusion. Rather than one single stand-alone document that address all diversity and inclusion initiatives across the organisation, we take an integrated approach and ensure it is captured across multiple accessible levels and our broader culturing programs. Practically, this can be evidenced in documents such as our Remuneration Standard, or our Leave and Parental Leave Standards, as two examples.

IGO has defined objectives within our standards and procedures which set out the commitment by IGO to uphold our values and actively pursue a more diverse and inclusive workforce. Some of these objectives include:

- **Equal Remuneration** – IGO has set various criteria and procedures with the aim of ensuring fair and comparable wages, hours and benefits. IGO monitors performance evaluations so as to ensure they are non-discriminatory, and merit based. Each year a review is conducted on employees receiving the same pay for identical roles with differences investigated and actioned.
- **Recruitment and Selection** - IGO believes it is important to its success that attracts, develops, retains and motivates people, from the widest possible pool of available talent. IGO is committed to fair hiring and recruitment practices by ensuring all persons with appropriate experience, skills and qualifications, are considered equally and remunerated fairly at all levels (including Board appointments).

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- Working Flexibly - IGO is committed to providing a range of flexible working arrangements that allow an employee and their manager to agree on the way a role is performed other than the standard work week. Many IGO employees choose to work from home in a hybrid working arrangement or have opted into part time or compressed working week plans that support their own or family's needs.
- Parental Leave – IGO is committed to supporting parents, no matter their gender, with access to 26 weeks of paid parental leave to support career continuity for women in the workforce and continue to pay superannuation throughout this period.
- Learning and Development – IGO has implemented a program of learning and development courses designed to highlight unconscious bias and support leaders and employees to recognise the challenge that this bias causes to the current and future working outcomes, including remuneration, for females.
- Tracking and Measurement - Measuring and tracking our progress in our gender pay gap is just one aspect of how we track our progress with diversity, equity and inclusion strategy. Each year we conduct an expansive engagement survey which includes questions on diversity, equity and inclusion. IGO also includes culturing and diversity metrics for all business unit KPIs with these also a focus for our Executive and Senior Management teams.

Is it working?

Females are represented at higher levels in all segments at IGO (Board, KMP, Managers and Non-Manager roles) than our industry counterparts.

Notably, part time roles in IGO are significantly higher than our industry counterparts, however these roles are spread across the business and disciplines and are not just held by the traditionally lower paid entry level style roles. While our percentage of casual female employees appears higher than the industry comparator group, the actual numbers of casual employees is a very small number as a percentage of the entire workforce. Further, remuneration reviews are conducted annually on all roles, with particular attention paid to the remuneration level of part-time and casual employees to ensure that they are remunerated with the same terms and conditions as their full-time counterparts.

Endorsements and Initiatives

Work180 Endorsed Employer for All Women	HESTA 40:40 Vision
Since 2022 IGO has been an endorsed employer for all women with Work180, which recognises our commitment to working towards equity, an inclusive culture and championing diversity.	IGO is committed to achieving and maintaining gender balance in executive leadership and in 2023 achieved 75% female representation in our executive team and 57% on our Board.