

Employer Statement

Workplace Gender Equality Agency (WGEA) Gender Pay Gap (GPG) Publication (2024-25 Reporting Period)

March 2026

29Metals is committed to creating an equitable workplace for all our employees. As reflected in our Values of; Transparency, Excellence, Accountability, Mutual Respect and Safety First, we remain committed to building a diverse, equitable and inclusive culture where our people feel engaged, respected, and safe.

We recognise that the gender pay gap (GPG) is a societal issue, and we are committed to doing what we can to address it. We believe that everyone deserves to be compensated fairly for their experience and contributions, regardless of gender.

What is the WGEA Gender Pay Gap?

The GPG published by WGEA represents the difference between the average earnings of women and men across an organisation, expressed as a percentage of men's earnings. WGEA publishes both average and median results, calculated using total remuneration and base salary.

The GPG should not be confused with equal pay, which refers to women and men being paid the same for the same or comparable work. At 29Metals, remuneration frameworks are structured around role responsibility, capability, and performance, and remuneration approaches are applied consistently regardless of gender. Pay equity is reviewed as part of our annual salary review process and actions are taken when required.

What is 29Metals' GPG for 2024–25?

For the 2024–25 reporting period, 29Metals' Corporate Group average total remuneration GPG is 19.0%, with a median total remuneration gap of 18.4%. The average base salary GPG is 16.5%, and the median base salary GPG is 18.0%.

In an organisation of 29Metals' size, GPG outcomes are sensitive to minor changes in senior and highly remunerated roles. During the reporting period, changes in workforce composition across pay quartiles contributed to the change in the Corporate Group result.

Encouragingly, Golden Grove recorded an improvement in GPG outcomes, with average total remuneration reducing from 23.9% to 21.7%, and median total remuneration reducing from 19.9% to 17.3% year-on-year. This represents a reduction of 2.2 percentage points in the average gap and 2.6 percentage points in the median gap, demonstrating measurable progress at site level.

GPGs are influenced by structural factors including workforce composition, representation in senior roles, and the distribution of women and men across pay quartiles.

What is 29Metals doing to address gender equality?

WGEA has identified six Gender Equality Indicators (GEIs) that employers are required to address. 29Metals' approach across each indicator is outlined below.

1. Gender composition of the workforce

Women remain underrepresented in operational and senior roles across the mining industry, and this structural imbalance continues to influence GPG outcomes. At 29Metals, women are overrepresented in lower pay quartiles and underrepresented in the highest pay quartile.

To support improved representation over time, 29Metals continues to embed inclusive recruitment practices, including gender-neutral language in job advertisements, targeted attraction initiatives, and engagement focused onboarding experiences to support retention.

2. Gender composition of governing bodies

29Metals is governed by a Board of Directors and an Executive Leadership Team, with oversight of gender equality outcomes forming part of broader governance and remuneration frameworks. As at the reporting period, 43% of Board members are women, reflecting progress toward more balanced representation at the highest level of governance.

Gender representation at senior levels is monitored as part of succession planning and leadership development processes, recognising that improved representation at the top is critical to achieving long-term pay equity outcomes.

3. Equal remuneration between women and men

29Metals undertakes targeted gender pay reviews as part of the annual remuneration review process. This includes analysis of payroll data to identify any unexplained remuneration differences between women and men performing comparable roles.

Where differences cannot be explained by role scope, experience or performance, corrective action is taken. This approach supports pay equity while recognising that the reported GPG reflects overall workforce composition rather than unequal pay for the same work.

4. Flexible working arrangements and support for family and caring responsibilities

29Metals supports flexible work arrangements in line with operational requirements and recognises the importance of work-life balance in supporting workforce participation and retention.

The organisation has implemented a gender-neutral parental leave policy, providing options for employees to access paid primary carer leave regardless of gender. This supports greater equity in caring responsibilities and aligns with our commitment to fairness and inclusion. Encouragingly we are seeing an increase in male employees taking advantage of this policy during the reporting period.

5. Consultation with employees on gender equality

29Metals consults with employees on workplace experience through workforce surveys and engagement mechanisms. The People and Culture team proactively engage with employees during the first 60 days of joining 29Metals to share information about the diversity equity and inclusion working group "Indivisible" including its purpose and how to get involved.

6. Sexual harassment, harassment on the grounds of sex or discrimination

29Metals is committed to providing a workplace that is safe, respectful, and free from harassment and discrimination. Our Code of Conduct, supported by our values of Mutual Respect and Safety First, sets clear expectations for behaviour across the organisation. Our leadership foundations program learning objectives are focused on equipping leaders with the skills and experience to create a psychologically safe work environment for all employees. Over 60 people have participated in this program since its commencement in 2024 with regular programs scheduled throughout the year.

29Metals continue to look for opportunities to improve and we are committed to regularly engaging with our employees to understand their experiences and identify areas where we are doing well, and where we can make further improvement. We are confident through the actions we are taking, the engagement with our employees and our commitment to continuous improvement, we can achieve further results.



James Palmer
CEO