

Megaport Gender Pay Gap Employer Statement

Megaport reports annually to the Workplace Gender Equality Agency (WGEA) - an Australian Government statutory agency responsible for administering the *Workplace Gender Equality Act 2012*.

Megaport is focussed on creating a diverse workforce that supports its people, partners, customers and community. We are committed to nurturing and enhancing a culture of excellence in the employment, recruitment, and promotion of our employees, consultants and executive management, regardless of gender.

We are working hard to increase female representation in our workforce as outlined in our [Diversity Measurable Objectives](#). We are on track to again achieve or exceed our diversity targets for senior management and board roles for FY24, with 50% of our board and 40% of our senior management team being female.

The average gender pay gap across Megaport is currently 15.5%, which indicates that men earn more than women in our organisation on average. The gender pay gap is the difference in average earnings between women and men in the workforce. It does not mean that men are paid more than women for the same job, this is equal pay. Megaport does not pay staff differently based on their gender. Megaport's gender gap is caused by us having a lower proportion of females in the general workforce. Megaport's gender pay gap has increased since the last reporting period because we have hired more male staff than female, and have had more female staff than male staff leave the organisation in the reporting period.

Megaport has a global workforce that is presently 67% male, 29% female and 4% not declared. The technology industry is still heavily male-dominated in some occupations, with female representation on average around 28% globally. **Despite the percentage of women in our general workforce, our gender pay gap of 15.5% remains below the industry comparison of 15.6%.**

Our recruitment practices focus on worker attributes, skills, and experience. Our recent experience is that more men than women are applying for work in the areas we're recruiting in. We have modified our recruitment practices in an attempt to address this. We are committed to having an employee base that delivers high-quality services, not a workforce that is built on gender balance objectives. Megaport is actively working to attract and retain a more diverse workforce, including a greater percentage of women.

Megaport offers benefits to staff that exceed statutory entitlements, such as 12 weeks paid parental leave and payment of superannuation during leave, for both primary and secondary

carers regardless of gender. This leave is also accessible as stillbirth or early loss bereavement leave.

Megaport uses data to inform targeted actions to drive improvements and our pay gap is an important source of such data. Megaport is committed to reducing its gender pay gap. Several strategies and initiatives have been or will be implemented in the next reporting period in addition to what is outlined in our Diversity Measurable Objectives, including:

Megaport commits to:

1. **Review talent pipeline:** Engaging with universities and other organisations to assess internship and mentorship opportunities with a view to increasing the early career talent pool.
2. **Ongoing review of Pay Practices:** We will continue to analyze pay equity to identify and rectify gender-based disparities across the business.
3. **Equal Opportunities:** We will continue to provide equal opportunities for career growth, professional development, and promotions for our people, based solely on merit and qualifications. We have implemented initiatives focussed on developing our high potential female employees to provide progression opportunities and implemented changes to our recruitment processes to attract a diverse candidate pool, particularly in areas of the business that are traditionally male-dominated (eg engineering, operations and sales).
4. **Inclusive Culture & Policies:** We will promote an inclusive culture that values diverse perspectives, where all employees feel heard, respected, and empowered to contribute their best. We will continue to review and refine our policies and procedures to ensure they promote fairness and equity in hiring and leadership.
5. **Education and Training:** We will continue to offer training and education programs to raise awareness of gender biases, empowering our employees to recognise and address these issues within our workplace. We also offer mentorship programs and initiatives that facilitate career growth for all employees, irrespective of gender. We acknowledge that effort and collaboration are essential for making meaningful change and sustaining progress. Megaport's vision is to be a workplace where every individual, irrespective of gender, feels valued and fairly compensated for their contributions.

Reducing the gender pay gap is a complex but critical objective. By implementing targeted strategies and fostering an inclusive workplace culture, we aim to maintain a fair and equitable environment where all employees are valued equally for their contributions.



Michael Reid (Jun 26, 2025 19:16 GMT+10)

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