



Energizer Australia Gender Pay Gap Employer Statement 2023

What is the gender pay gap?

The gender pay gap is the difference in earnings between women and men in the workforce and can be calculated on an average or median basis across a company's entire workforce. This is a separate metric from equal pay, which compares the compensation for men and women in the same or comparable jobs.

Gender Equality and Fair Pay at Energizer Holdings

As a global company, Energizer Holdings is committed to cultivating an inclusive and diverse workplace culture. Being inclusive and diverse is the way we work – we respect each other. As a global company, we are uniquely positioned to embrace diversity and collaboration in our workforce, our ways of thinking and our business experiences. We believe all points of view help us deliver better results and that it enables us to grow and win together as one team.

We are committed to fair pay and strive to be externally competitive while ensuring internal equity across our organization. We conduct global pay equity assessments and compensation reviews, and we are actively working to reduce unconscious bias in our hiring practices, performance reviews and promotional opportunities, which may contribute to pay inequities.

Our Gender Pay Gap in Australia

The gender pay gap reported by the Workplace Gender Equality Agency in our Energizer Australia Pty Ltd (Energizer Australia) business is 66.1% of Median Base Salary and 64.9% of Median Total Remuneration. These figures in no way reflect Energizer Holdings' or Energizer Australia's commitment to equal pay.

The methodology used in this calculation takes into account all salaries for all levels across the entire business. Energizer Australia reported the pay of 142 employees. In calculating the gender pay gap, Energizer Australia was required to create equivalent full-time annual salaries for any part-time employees, which included our team of merchandisers whose roles prioritize flexibility and who currently work 12 hours per week. This group:

- Makes up the majority (58.4% of the workforce being 83 employees) of our Energizer Australia workforce;
- Is predominantly women (80 out of 83 employees are women); and
- Are paid in accordance with the applicable modern award rate in lower graded positions (and therefore lower pay quartiles).

This disproportionate concentration of women in the lower pay quartile is a key contributing factor in the reported gender pay gap.

To provide a clearer picture of our gender pay gap across the entire Energizer Australia workforce, the following table shows an industry gender pay gap comparison for manager and non-manager roles. The merchandisers are included in the overall non-manager group.



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Green boxes indicate our gender pay gap is better than the average for the Industry Comparison Group. Red boxes indicate our gender pay gap is equal to or worse than the average for the Industry Comparison Group.

Occupational Group	Industry comparison group 2022 - 23	Energizer gender pay gap 2022 - 23
All Managers	8.5%	16.9%
Senior Managers	12.1%	6.5%
Other Managers	11.6%	8.8%
Overall Non-Managers	24.1%	39.3%
Professionals	23.3%	15%
Clerical and Administrative	2.8%	18.4%
Sales	33%	2.1

Energizer Australia's Initiatives

Energizer Australia continually works to ensure pay equity and has a number of initiatives in place, such as:

- Annual pay programs, including adverse impact analysis, to ensure pay equity.
- Equal pay studies, which are conducted by our Global Rewards team every 3 years, with the most recent one taking place in 2023.
- Recruitment of women at all levels and support to help women move into more senior roles.
- Our Women's Leadership Network, which is an employee resource group designed to support the development of women's careers in Energizer Australia and Energizer Holdings more broadly.
- Education and support through our Diversity, Equity, Inclusion and Belonging (DEIB) Council and other employee resource groups.
- Our parental leave policy, which provides 12 weeks of paid leave (including superannuation) to new parents.

We have an organizational commitment to foster an inclusive and diverse workplace culture and will continue to make changes to improve gender equality at Energizer Australia and Energizer Holdings more broadly.

To learn more about our efforts, view our [Sustainability Report](#).