

Australia New Zealand Gender Pay Gap Report

2024

Foreword

Welcome to AECOM's 2024 Gender Pay Gap Report for Australia and New Zealand

Removing barriers and eliminating discrimination based on gender are central to building a diverse and inclusive workplace where we are all supported to be who we are. Throughout my career, I have seen the power and impact of diverse and inclusive teams. They innovate faster, mitigate bias and drive engagement.

Understanding our organisation-wide gender pay gap is critical to facilitate targeted, consistent actions that improve equity. This year, we delved deeper, expanding the data points across our Australian and New Zealand business to refine and inform our actions over the coming year.

So, where are we now?

Our data tells us that our organisation-wide gender pay gap is closing and I am pleased to see the 2.7% decrease in the gender pay gap in Australia over the past year. However, our Gender Pay Gap Report shows we have more work to do. Like much of our industry, our organisation-wide pay gap remains too high. **While men and women at AECOM are paid equally for doing the same jobs across our company**, our organisation-wide gender pay gap is caused primarily by a lower proportion of women in senior leadership roles.

Across our business, we have increased the number of women in leadership by 5% over the past five years to 24.8% – our

highest ever. We have also maintained a female hiring rate of over 40% through the last 12 months. Our Australia and New Zealand leadership team has 44% female representation and our regional leadership teams have increased female representation.

We continue to invest in programs and practices, like our Advocate program and mCircles, which support women to thrive. Our gender equity strategy outlines our key targets to increase our female workforce and the proportion of women in leadership. It also outlines some of our initiatives to help overcome barriers both in our organisation and the wider industry.

In this report, we share how we are taking action to close our gender pay gap and drive long-term change across our business.



Mark McManamny
Chief Executive
Australia New Zealand, AECOM

Why we've got a pay gap

Our actions today are driving change across our business. In AECOM's Australia and New Zealand region, our gender pay gap reflects the imbalance we see across the wider industry, with a higher proportion of men employed at most levels across our business. Our greatest growth in female representation is in our early careers group. Whilst this is a positive step in the long term, it adversely impacts our gender pay gap, as it gives us a higher proportion of women on the lowest salaries.

AECOM has a clear gender equity strategy, targeting:

- 40% women overall by 2026
- 25% women in leadership positions* by 2026
- A hiring rate of 42% women across the organisation
- A hiring rate of 50% women into graduate roles

We're making progress. Through our initiatives to achieve greater gender diversity, our gender pay gap is slowly reducing, reflecting the increase in women's representation in leadership roles.

We continue to invest in attracting, hiring, and retaining women to drive a more gender-balanced workforce and reduce the gender pay gap. AECOM continues to monitor and review remuneration, including completing annual remuneration analysis through a gender lens.



Understanding our organisation-wide gender pay gap is critical to facilitate targeted, consistent actions that improve equity”

Note:
 *Career levels E, 5, 6, 7, and 8

Summary

What is a gender pay gap (GPG)?

The organisation-wide gender pay gap measures the difference between the average or median earnings of men and women in an organisation, expressed as a percentage.

The gender pay gap is not the same as equal pay. Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value. **Organisation-wide gender pay gaps are not a comparison of like-for-like roles. Instead, they show the difference between the average or median pay of all women and all men across organisations, industries and the workforce.**

What is AECOM ANZ's gender pay gap?

To increase transparency and assess the organisational gender pay gap at a more granular level this year we are sharing more data points:

AUSTRALIA		AOTEAROA/NEW ZEALAND	
Median base salary GPG	Average base salary GPG	Median base salary GPG	Average base salary GPG
2024	2024	2024	2024
22%	19.3%	26.8%	23.5%
.....
Median total remuneration GPG	Average total remuneration GPG	Median total remuneration GPG	Average total remuneration GPG
2024	2024	2024	2024
22.4%	20.2%	27.4%	25.4%

In Australia, we have a smaller median gap compared to our industry. The benchmark for Engineering Design and Engineering Consulting Services employing 1,000-4,999 people is a median base salary GPG of 22.8% and a median total remuneration GPG of 24.2%. There is no industry data available for New Zealand.



“It’s great to see more women stepping into leadership roles, creating positive change and helping to close the gender pay gap across our organisation.”



Kate Dunton
 Managing Director, Strategy & Growth
 Australia New Zealand, AECOM

What has impacted AECOM ANZ's gap?

Our pay gap reflects our workforce – we have a larger number of men in the organisation and in leadership positions, which are reflected in the upper and upper middle quartile pay bands. When we analyse the gender distribution across pay quartiles, we see the greatest disparity at our more senior levels.

Key Terms

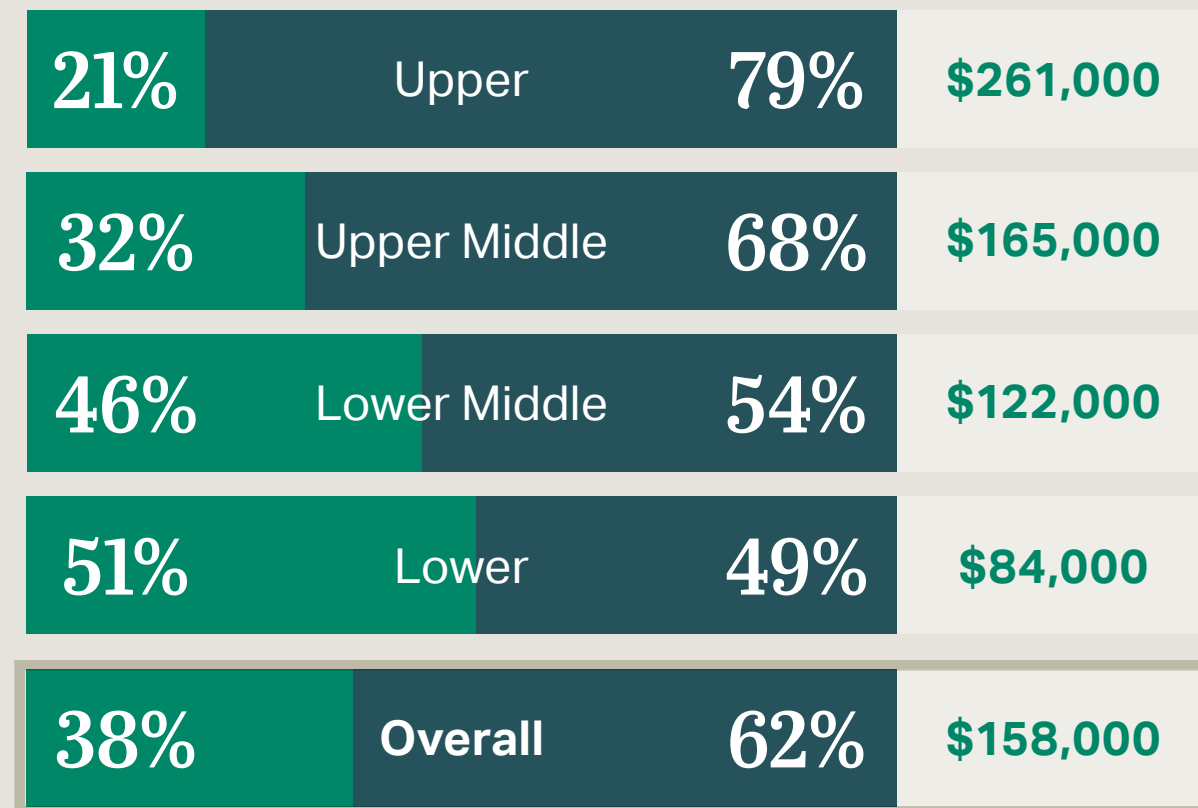
 [click tabs to view](#)

AUSTRALIA

Representation by quartile pay band

● Female ● Male

Average total remuneration (AU\$)



Median base salary GPG

2024

22%

2023 24.5%

Average base salary GPG

2024

19.3%

2023 19.8%

Median total remuneration GPG

2024

22.4%

2023 25.1%

Average total remuneration GPG

2024

20.2%

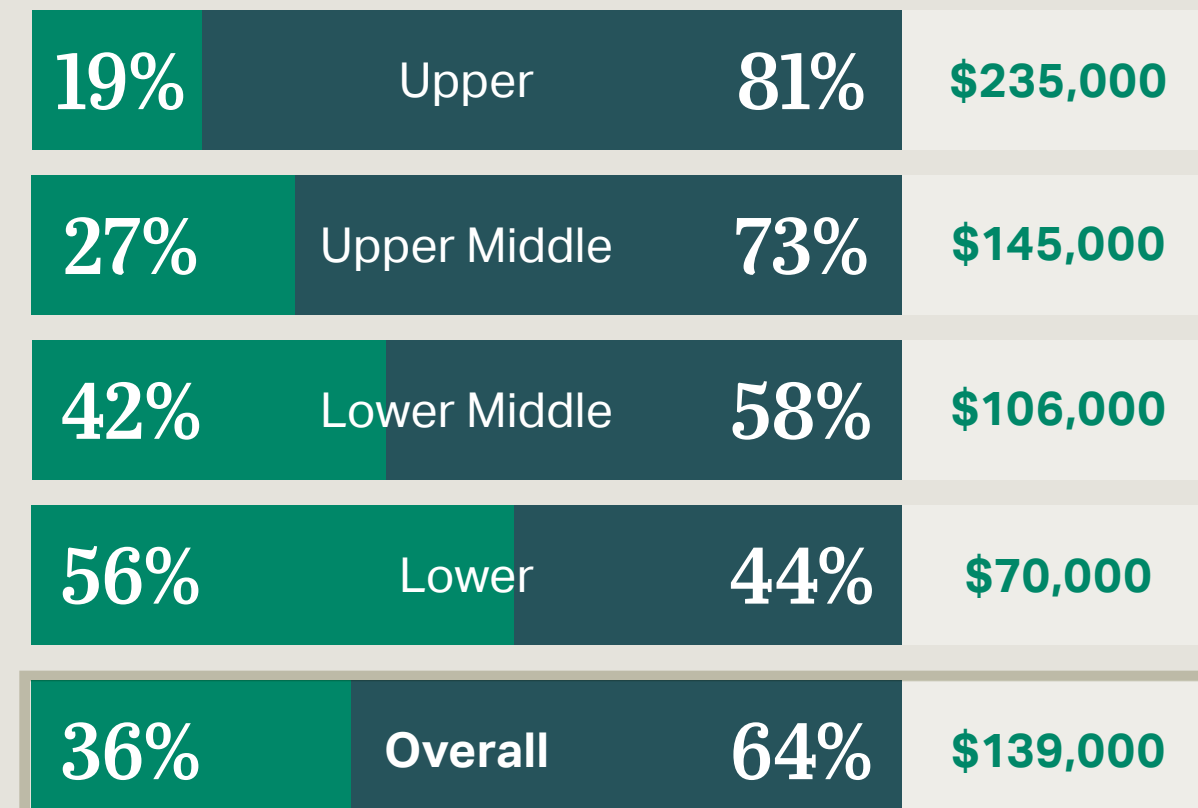
2023 20.6%

AOTEAROA/NEW ZEALAND

Representation by quartile pay band

● Female ● Male

Average total remuneration (NZ\$)



Median base salary GPG

2024

26.8%

2023 27%

Average base salary GPG

2024

23.5%

Median total remuneration GPG

2024

27.4%

Average total remuneration GPG

2024

25.4%

Note:


- Part-time, casual and part-year employees are annualised to their full-time equivalent.
- The reporting excludes employees who did not receive any payment during the reporting period.
- Base salary calculations include the fixed remuneration of employees, annualised for part time employees. Total remuneration calculations include superannuation, overtime, bonuses and other additional payments.
- This year the gender pay gap calculation does include salary data submitted for CEO, Head of Business(es), overseas managers and casual managers.

Our commitment

How we're working to reduce the gender pay gap at AECOM

 *click tabs to view*

What our people say

A grayscale photograph of three business professionals in a meeting. A woman on the left is looking towards the center. A woman in the middle is smiling and holding a pen. A man on the right is looking at a document. The image is semi-transparent, serving as a background for the text.

About AECOM

AECOM is the global infrastructure leader, committed to delivering a better world. As a trusted professional services firm powered by deep technical abilities, we solve our clients' complex challenges in water, environment, energy, transportation and buildings. Our teams partner with public- and private-sector clients to create innovative, sustainable and resilient solutions throughout the project lifecycle – from advisory, planning, design and engineering to program and construction management. AECOM is a Fortune 500 firm that had revenue of \$16.1 billion in fiscal year 2024. Learn more at [aecom.com](https://www.aecom.com).