



# Workplace Gender Equality Agency Gender Pay Gap Employer Statement

27 February 2024

## CBH Group Employer Statement

At CBH we recognise the value that an inclusive and diverse workforce can bring to our organisation, growers, and the communities in which we operate.

Fair employment practices are essential to driving a culture of trust and engagement for our people and are aligned to the CBH values of Respectful, Collaborative, Reliable and Sustainable.

Diversity and inclusion continue to be an area of focus at CBH, and whilst CBH has seen positive trends in the increase of our overall diversity mix and in attraction of diverse talent at our front-line operational roles we recognise more work is needed on increasing the overall diversity mix in several other areas.

### *Gender Pay Gap*

CBH has a remuneration philosophy that is founded on fairness and equity, we do not pay our people differently based on gender or any other diversity or minority group identifier.

Most of our employees are covered under collective agreements that have clearly defined terms and conditions applicable to each role classification. The balance of our employees are salaried staff, where we ensure employees are remunerated in line with updated annual market data for the job grade that their role has been assessed as.

We are pleased to see the gap in the average (mean) total remuneration at the lowest it has been in our co-operative's history and well below our industry comparator groups.

However, we do recognise that sustained focus is required to continue to increase women in manager roles, technical roles and several other speciality fields to continue to reduce the overall organisational gender pay gap further at CBH.

CBH values the diversity of all of our people who work tirelessly to deliver services to the grain growers of Western Australia.

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