

21 February 2025

Leica Biosystems Melbourne remains committed to providing fair, equitable, and inclusive remuneration and rewards for all employees. We recognize the existence of gender pay gaps and their impact on equality, and we continue to strive to eliminate disparity by taking proactive actions to close the gap over time.

Our commitment is an ongoing focus in:

1. **Compensation Strategy:** We align our compensation structure, which is a combination of market competitiveness, technical know-how, and performance-based criteria, to reflect differentiation in performance, job level, skills, and experience. We conduct regular pay equity analyses (both as part of the annual merit-based salary reviews and out-of-cycle adjustments) to address any gender bias disparities, ensuring employees in the same role with similar performance and experience are paid equitably.
2. **Equal Opportunities:** We provide equal opportunities for development, advancement, and promotions based on merit and qualifications, free from gender bias.
3. **Policies & Education:** We continuously review and refine our policies and procedures to ensure they promote fairness and equity in all aspects of employment. Our managers are trained in Diversity, Equity, and Inclusion (DE&I), including hiring, total rewards, and career development.

Key Findings - 2023 – 2024 Gender Pay Gap Analysis

LBS Melbourne's workforce is 60% Male and 40% Female.

We acknowledge that although we have improved our gender composition from 36% to 40% women, the gap has slightly increased from the previous year. Analysis shows:

- **Managers:** We are ahead of the Comparison group within our Senior Managers group but below the comparison group for other managers, due to a higher percentage of males promoted or appointed to manager roles.
- **Professionals:** Despite an even split between the number of women appointed/promoted in the non-manager category, we remain below Industry comparison, which encompasses various disciplines (engineering, finance, and science). Within this group, engineering remains our largest group, with only a relatively smaller proportion of our engineers being female. Conversely, the Scientist population, which represents a smaller number, is largely female, with a significant number electing to work part-time. Further analysis of this group shows less difference in pay by gender at an occupation/role level; however, we also have a higher percentage of males in the most senior professional level roles compared to women.
- **Technicians & Trades:** Significantly below Industry comparison, but a much smaller population, with the majority being experienced male employees.
- **Machine Operators and Drivers:** Slightly below Industry comparison, with nearly equal proportions of male and female employees.

In 2024, we made progress in focusing on initiatives for women as follows:

- Updated paid parental leave policies to align with our Comparison Group.
- Offered flexible work arrangements, with an equal number of males and females requesting flexibility.
- Continued developing women towards senior professional and manager positions.
- Revised our Diverse Slate target to 50% women at the Interview/Assessment stage.
- Implemented a specific gender pay gap review prior to final approval of annual merit adjustment and promotions cycle.
- Conducted an additional gender pay gap review mid-year.
- Implemented a formal DE&I committee with a focus on Inclusion in 2025.
- Launched a Coaching Program dedicated to women (delayed to 2025).

I am confident that over time, the plans we have in place will drive a reduction in the gender pay gap, and we remain committed to building a diverse and equitable workforce at Leica Biosystems Melbourne.



William Day
VP & GM Advanced Staining Instruments