



Simon George and Sons Pty Ltd
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Employer Statement

Workplace Gender Equality Agency (WGEA) Simon George and Sons Pty Ltd

At Simon George and Sons, we are committed to fostering an inclusive and equitable workplace. We believe that gender equality is not only a fundamental right but also a cornerstone of a prosperous, dynamic and fair business environment.

Our workforce is predominantly composed of blue-collar workers, often working late nights in cold conditions and performing heavy lifting tasks. Despite the challenging nature of our work, we strive to create a welcoming environment for all employees, regardless of their gender.

In terms of pay, we adhere to a strict policy of equal pay for equal work. Any discrepancies in pay are not based on gender but are a reflection of tenure and longevity within the company. We believe that rewarding long-serving employees is a fair and just practice. However, the Workplace Gender Equality Agency (WGEA) reporting does not account for tenure, which may create a perception of a gender pay gap at Simon George & Sons.

We are committed to transparency and are taking steps to address this perception. We are working on providing more detailed breakdowns of our pay structure to demonstrate that our pay practices are fair and equitable. We are also exploring ways to better communicate the impact of tenure and longevity on pay within Simon George & Sons.

We are proud of the progress we have made in promoting gender equality in our workplace, and we acknowledge that there is still work to be done. We are committed to continuing our efforts to promote and encourage women in our workplace and to ensure that all our employees are treated fairly and equitably.

This Statement was approved by the Directors 31st January 2024.

