

EXECUTIVE STATEMENT

CSL Australia Gender Pay Gap

Our 2023 pay gap data

“We welcome the Australian Government’s commitment to provide greater transparency and dialogue on the subject of gender pay.

“Our people are at the heart of our mission to develop new therapies and vaccines to save lives, protect public health and support the patients and communities we serve. We want to be a true reflection of the world around us. By celebrating our differences and creating a culture of curiosity and empathy, we are able to better understand and connect with our patients and donors, foster strong relationships with our stakeholders, and sustain a diverse workforce that will move our company and industry into the future.

“Our current total remuneration* average gender pay gap in Australia is 4.1% and median pay gap is 6.8%.

“An analysis of the drivers contributing to the gender pay gap shows men receive on average 2.5 times more in overtime payments, 40 per cent more in allowance payments and 3.5 times more in penalty payments. While eligible employees have equal access to earn these payments, men are more likely to avail these opportunities or be in positions where these payments are available. We are conducting research to understand the barriers to women participating in these opportunities. Women are also underrepresented in executive levels.

“While our gender pay gap is smaller than the Australian national average of 21.7%, we recognise there is more work to do to increase gender parity and pay at all levels. Since the publication of the WGEA data, our female representation at Board level has increased to 55%. We stay committed to increasing gender diversity at all levels and to ensuring fair and equitable pay at all levels.”

Nidhi Chaudhary, Global Head of Diversity, Equity and Inclusion, CSL

What is the gender pay gap?

The gender pay gap is the difference in average earnings between women and men in the workforce regardless of job or level. Reporting a positive pay gap means men collectively are paid more than women. Reporting a negative pay gap means women are paid more than men collectively.

It is not the same as equal pay where women and men are paid the same for the same, or comparable, job. This has been a legal requirement since 1969.

Total Reward* and base pay comparison

	Mean (average of a data set)		Median (middle of the data set)	
	CSL Australia	Manufacturing comparison	CSL Australia	Manufacturing comparison
Total Reward	4.1%	12.3%	6.8%	18.9%
Base Salary	2.5%	9.9%	1.8%	14.3%

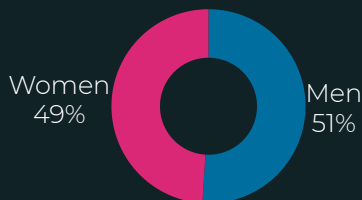
*Total reward / remuneration includes base pay, superannuation; short-term incentives; long-term incentives; penalties, overtime, and allowances.

Gender composition by pay quartiles

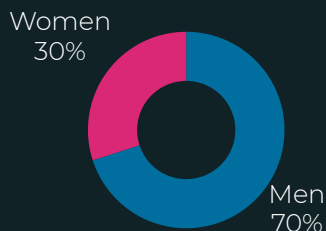
Pay quartiles show the distribution of earnings when looking at pay. The workforce is divided into four equal groups ranging from the lowest to the highest paid individuals. It shows the proportion of men and women in each quartile.

	Lower	Lower Middle	Upper Middle	Upper	Total
Women	56%	50%	44%	47%	49%
Men	44%	50%	56%	53%	51%

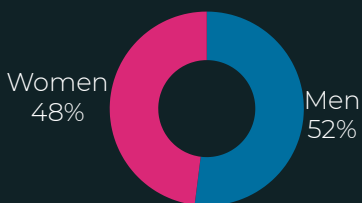
Workforce composition - CSL Australia Gender composition by role



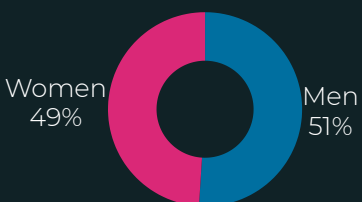
Total Workforce



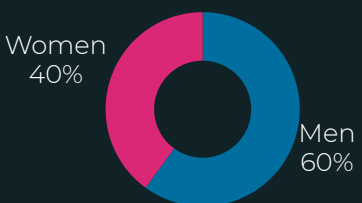
Key Management Personnel



Managers



Non-managers



CSL Board

Data accurate as provided to WGEA 31/03/2023

Gender equality indicators

GE
1/2

GENDER COMPOSITION OF
WORKFORCE & GOVERNING BODIES

We continue to take actions to be fair, equitable and inclusive in our talent practices, including diverse candidates.

GE
3

EQUAL
REMUNERATION

CSL regularly analyses the drivers of the company's gender pay gaps, has an Australian Gender Equality Policy in place and takes action to address the gaps.

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4

FLEXIBLE WORK AND
PARENTAL LEAVE POLICIES

We believe that when employee benefits are accessible and offered equitably to men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention. More gender equal uptake of parental leave can also reduce the gender pay gap. CSL also has a policy for flexible work arrangements, and a strategy to support employees with family or caring responsibilities.

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5

CONSULTATION ON DIVERSITY,
EQUITY & INCLUSION EFFORTS

As part of our DE&I strategy we have clear gender representation goals that guide our talent management practices and consult with our employees on how to improve gender representation where there are gaps.

GE
6

SEXUAL HARASSMENT,
HARASSMENT ON THE GROUNDS
OF SEX OR DISCRIMINATION

CSL does not tolerate sexual harassment and discrimination at work and reinforces mutual respect. Policies are in place to prevent and address situations if they arise.