

# The Precise Air group of companies

## Employer Statement on Gender Equality (2024-25 Reporting Period)

The Precise Air group of companies are committed to building a fair, inclusive and high-performing workplace. As part of our annual reporting obligations under the **Workplace Gender Equality Act 2012**, we have submitted our 2024-25 gender equality data to the *Workplace Gender Equality Agency* (WGEA). WGEA will publish our gender pay gap results on **3 March 2026**, and we welcome the transparency and national conversation that this publication supports.

### Understanding Our Results

Our published results include our average and median gender pay gaps for both base salary and total remuneration. For the 2024-25 reporting period, our average total remuneration gender pay gap is 33%, with a median gap of 33.4%. These gaps reflect the structure and composition of our workforce rather than equal pay for equal work. Precise complies fully with equal remuneration laws, and we pay men and women equally for the same roles.

### Context for Our Gender Pay Gap

Precise operates in the mechanical, fire and electrical technical trades sectors, which are traditionally male dominated. Women remain significantly underrepresented in technical, trade and field-based roles—the higher paid operational roles that make up much of our workforce.

WGEA benchmarks our results against a “Comparison Group” based on ANZSIC classification and organisation size (250-499 employees). Where there are fewer than five employers in an ANZSIC class, WGEA broadens the comparison to the wider industry division. This means our benchmark includes organisations outside the HVAC/building services sector, many of which have more balanced gender representation. As a result, sector level structural workforce differences influence how our results compare to the published industry median.

### Drivers of Our Current Pay Gap

Our gender pay gap is primarily driven by:

- **Workforce composition:** Women comprise a smaller proportion of employees in management and higher paid technical/trade roles,
- **Leadership representation:** Women currently hold 20% of senior roles, contributing to the concentration of men in upper pay quartiles, and
- **Pipeline dynamics:** The availability of female talent in trade-qualified and technical disciplines remains limited across Australia.

These factors significantly influence average and median pay measures, even though individuals are paid equally for the same work.

## **Actions Underway**

We are committed to meaningful improvement and have several initiatives already in progress, including:

- Deploying a platform to analyse workforce data to provide insight into the drivers of our gender pay gap and inform targeted action,
- Building flexible work capability, including reviewing how flexibility can be offered across operational roles, and
- Preparing for future WGEA obligations, noting we expect to exceed 500 employees in the near future, which will require us to introduce gender equality policies across all six Gender Equality Indicators and set measurable gender equality targets once this target is reached.

## **Our Commitment Going Forward**

Precise is committed to improving gender equality outcomes and strengthening our talent pipeline. Over the next 12-18 months we will develop and publish three measurable gender equality targets (in line with the 500-employee threshold).

We recognise that closing the gender pay gap takes time, sustained effort and partnership across the industry. We are committed to authentic progress and continuous improvement, and we look forward to updating our stakeholders as we advance our work in this area.