



NORTHERN STAR RESOURCES WORKPLACE GENDER EQUALITY REPORTING OUTCOMES

Northern Star Resources Limited (**Northern Star**) has participated in the Workplace Gender Equality Agency's (**WGEA**) Annual Gender Pay Gap reporting since 2017.

What is the WGEA Gender Pay Gap?

The gender pay gap figures published by WGEA is based on the median salary for females compared to the median salary for males. The median is the middle number in a sorted dataset.

Gender Pay Gap should not be confused with Equal Pay, which is women and men being paid the same for the same role or comparable job.

Northern Star has always structured its remuneration based on role responsibility. There is no gender difference in how this is applied and ensuring that we pay people fairly and without bias is managed rigorously.

What is Northern Star's Gender Pay Gap for 2022-2023 as defined by WGEA?

Northern Star's gender pay gap for median total remuneration is **21.5%** and is 7.2% higher than the average of 14.3% for companies within the Mining Industry with an employee range between 1,000-4,999 (**Industry Comparison Group**). Northern Star's gender pay gap has reduced from the 2021-2022 (**23.3%**) and 2020-2021 (**29.2%**) reporting periods.

Gender pay gaps are influenced by:

- Workforce composition - Northern Star's workforce composition for the 2022-2023 period consisted of 26% female and 74% male representation. Northern Star's female representation is 5% higher than the Industry Comparison Group average of 21%.
- Experience, seniority levels and time in role - Northern Star has more females in less senior roles. This disproportionate representation can drive a higher gender pay gap.

What is Northern Star doing to address the Gender Pay Gap?

WGEA has identified six gender equality indicators for companies to address.

These are being addressed by Northern Star as follows.

1. Gender composition of the workforce

Northern Star recognises that investing in our future talent to increase diverse representation in the Mining Industry will positively impact the gender pay gap in the long term. Our future talent roles include trainee, apprentice, vacation student, and graduate positions, which may create a gender pay gap in the short term.

2. Gender composition of governing bodies

Northern Star is governed by its Board of Directors and we are committed to having a gender diverse Board with a set target to meet or exceed 30% female representation. In 2022-2023, female representation within the Board was 38% with 3 female Directors holding positions on our Board.

3. Equal remuneration between women and men

Continuing from past reviews of individual role remuneration an updated review is being undertaken looking at like for like roles. Preliminary results show a 1% variation in favour of males which will continue to be monitored to ensure Equal Pay principles exist. This review will be part of the annual remuneration calendar.

4. Availability and utility of employment terms, flexible working arrangements and support for family and caring responsibilities

Gender Neutral Parental Leave at Northern Star is available to all employees, and we are committed to supporting employees during periods of parental leave, to promote work/life balance and to assist and encourage employees to transition back to work after a period of leave. Employees may be eligible for primary and/or secondary parental leave dependant on their role in the immediate care for the child.

We offer flexible work in line with the National Employment Standards which is equally applicable to all genders.

5. Consultation with employees on gender equality in the workplace

Northern Star consults with our workforce about gendered experiences of inclusion through our Culture Survey, TeamINC program and Respect Review.

6. Sexual harassment, harassment on the ground of sex or discrimination

Northern Star is committed to ensuring employees have access to a work environment that is free from harassment or discrimination.

Our Code of Conduct and our STARR Core Values (Safety, Teamwork, Accountability, Respect and Results) are central to our culture, behaviour expectations and support a respectful and inclusive workplace.

If you have further questions about the WGEA report or any aspect of how it applies to Northern Star, please email us at info@nsrltd.com.

You can also make direct comments to WGEA. Further details about this process are available at <https://www.wgea.gov.au/>.



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