



## Media Release

27 February 2024

### Santos makes progress on gender equality

Santos welcomes the release today of the Workplace Gender Equality Agency's annual report which shows continuing progress on reducing the gender pay gap between men and women across the workforce.

Santos pays men and women the same remuneration for the same roles. However, females make up only 27.2 per cent of the workforce, giving rise to a workforce-wide gender pay gap of 24.7 per cent.

This is below the industry average, but above the national average when all sectors are taken into account.

We have nearly doubled female representation in the field workforce over the last three years, but there are inherent lifestyle challenges to achieving equal gender representation in this workforce.

Remote operational sites and work practices tend to be less family friendly, partly due to the fly-in fly-out or drive-in drive-out rosters, but also because of a lack of community infrastructure at or near these locations.

We are focused on creating an attractive, inclusive environment in these locations, including through the recreational, accommodation, meal choices and other facilities provided.

Female representation in the Santos non-field workforce is much higher than in the general workforce, at 39.2 per cent.

Santos CEO and Managing Director Kevin Gallagher said Santos increased female representation in new hires in 2023, up more than 50 per cent on 2022, and will continue to implement initiatives to increase female representation in our workforce in skilled, secure, well-paid roles.

Mr Gallagher said, "Santos is a leader in parental pay and parental benefits. In 2023 81 females and 68 males accessed our primary carer's 18 weeks of paid parental leave and the company paid approximately \$950,000 in childcare benefits for our people.

"Santos is committed to fostering gender equality and improving diversity and inclusion to unlock the potential of our people and our business. We will continue to take real and practical action to enable both our people and our company to thrive.

"We are also driving initiatives externally to improve gender pay equality. The Santos Tour Down Under was the first major cycling event in the world to provide equal prize money for both men and women. We have also ensured that the Super Rugby Women's trials which are part of the annual Santos Festival of Rugby receive the same prize money as the men's games."

**Media enquiries**  
Ken McGregor  
+61 (0) 401 037 140  
Ken.McGregor@santos.com

**Investor enquiries**  
Brian Massey  
+61 8 8116 7354 | +61 (0) 432 099 391  
Brian.Massey@santos.com

**Santos Limited**  
ABN 80 007 550 923  
GPO Box 2455, Adelaide SA 5001  
T +61 8 8116 5000 | F +61 8 8116 5131  
santos.com