

Gender Pay Gap Employer Statement

2023-2024

With over 1,400 team members located across the world, diversity and inclusion are essential to MMA Offshore's success, bringing together unique perspectives that contribute positively to our corporate culture. Acknowledging the value of diversity and inclusion in the workplace, MMA strives to foster an environment where each employee feels supported, empowered to grow and given equal opportunities to succeed.

The Gender Pay Gap vs Equal Pay

There is a key difference between the gender pay gap and equal pay. Equal pay ensures that employees receive the same compensation for performing the same job, or different jobs of equal or comparable value, which has been a legal requirement in Australia since 1969. The gender pay gap does not compare individuals in the same roles but highlights the difference in average or median earnings between women and men as a percentage.

At MMA, men and women receive equal pay for the same role, determined by their experience, achievements and responsibilities. Our ongoing efforts to improve gender diversity are delivering real progress, with our 2020-2024 data showing that we are moving in the right direction and continuing to drive meaningful change.

Increased Female Representation

From 2020 to 2024, MMA's gender diversity initiatives have resulted in a significant increase in the representation of women in onshore roles since 2020, particularly in senior leadership positions.

	2024	2020
Onshore	35.3%	29.4%
Executive Management	22.2%	14.3%
Senior Management	27.8%	15.6%
Offshore	0.3%	0.2%

Gender Pay Gap Data

MMA's 2023-2024 median total remuneration gender pay gap percentage of 49.1% has been identified as predominantly being impacted by a lower representation of women in offshore, technical and leadership roles which attract a higher average remuneration. This has contributed to an imbalance in MMA's gender composition in our offshore workforce, with women making up just 0.3% of this group globally in 2024.

Recent research highlights the extent of this industry-wide challenge. The [Women in Maritime Survey](#) released in 2021 by the International Maritime Organization (IMO) and the Women's International Shipping and Trading Association (WISTA) noted that women accounted for less than 2% of approximately two million seafarers worldwide.

Addressing these systemic barriers requires an industry-wide shift, as these challenges are deeply embedded in long-standing operational structures. MMA will continue to build upon our existing gender diversity strategy and strive to improve our gender pay gap, while promoting equal representation and equitable practices for all.

Our Gender Diversity Strategy

MMA has a range of initiatives in place to support women and enhance gender equality throughout our business:

- A Diversity and Inclusion Committee with representation from across the business;
- Targets for female participation in executive, senior and technical positions;
- Equitable remuneration practices with regular reviews conducted to guarantee that all employees at all levels in the organisation are compensated fairly, appropriately and without bias;
- Generous parental leave policies that exceed industry standards, with primary carers entitled to 12 weeks of funded parental leave, and partners of primary carers entitled to two weeks funded parental leave;
- Flexible working arrangements, fostering a positive work / life balance;
- Monitoring and reporting of recruitment statistics to the Diversity and Inclusion Committee;
- Training and development opportunities built into our employees' annual performance plans;
- Transparent reporting through MMA's Sustainability Reports and the Australian Government's Workplace Gender Equality Agency (WGEA);
- Zero tolerance to bullying and harassment with all employees undergoing mandatory training content covering MMA's Code of Conduct, ensuring all employees understand and abide by our expected behaviours;
- Recruitment strategies to target female students undertaking higher education, particularly in the maritime and subsea industries, inclusive of attending multiple university career fairs offering relevant maritime related education courses;
- Diversity and inclusion-focused events inclusive of International Women's Day and International Day for Women in Maritime; and
- External collaboration activities with organisations such as the Women's International Shipping and Trading Association (WISTA) Australia to promote careers in the maritime industry.

Further Information

Additional information regarding MMA's related commitments is outlined in our [Diversity and Inclusion Policy](#).