



Fortescue™
ZERO



GENDER PAY GAP REPORT

2023

FORTESCUE ZERO IS COMMITTED TO ESTABLISHING A DIVERSE AND INCLUSIVE WORKPLACE, WHERE INNOVATION AND TECHNICAL EXCELLENCE IS AMPLIFIED BY THE EMBODIMENT OF THE FORTESCUE VALUES. WE RECOGNISE THE IMPORTANCE AND BENEFITS A DIVERSE WORKFORCE CONTRIBUTES TO OUR SUSTAINABILITY STRATEGY AND MISSION OF ACHIEVING A ZERO EMISSIONS FUTURE.

In our second year as part of the Fortescue Family, we have experienced a period of rapid growth, with a headcount increase of 53 per cent since 2022. As part of this expansion, we have also seen a 3 per cent growth rate in our female employment, with women representing 19 per cent of our workforce in the 2023 calendar year.

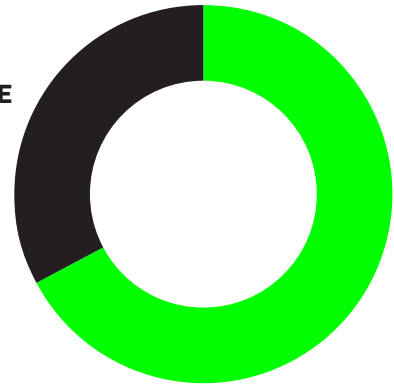
Stretch Targets and Generating Ideas are at the heart of everything Fortescue does, including diversity. In 2024 we formalised a global target to reach a 40:40:20 gender diversity balance across our One Fortescue Family. This refers to a minimum of 40 per cent men and 40 per cent women, with the remaining 20 per cent represented by any gender.

Globally across the Fortescue Group, we have a 23 per cent representation of females across our workforce with 30 per cent of our senior leadership roles (group manager and above) fulfilled by females. Leading from the front, the composition of our Board is made up of Directors from all over the world comprising of five women and four men.

At Fortescue Zero, we have seen an increase of female representation across pay quartiles one, three and four, demonstrating the growth of females in our two higher paid quarters. This reflects the increase of females in higher paying roles, achieved through proactive recruitment and the facilitation of career progression opportunities.

Q1

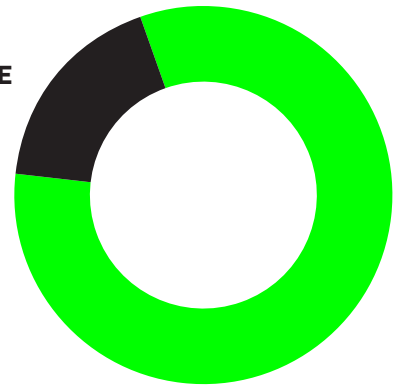
33%
FEMALE



67%
MALE

Q2

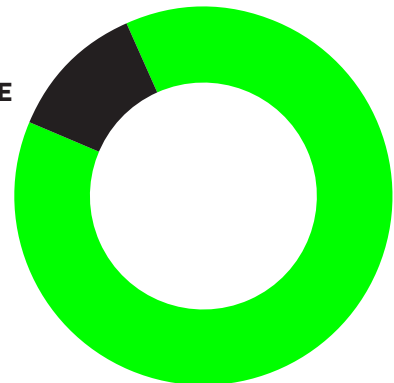
18%
FEMALE



82%
MALE

Q3

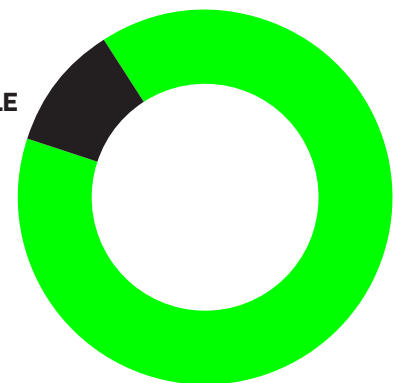
12%
FEMALE



88%
MALE

Q4

11%
FEMALE



89%
MALE

The comparison of our hourly pay between male and female, regardless of role type, is largely representative of the higher portion of females fulfilling administrative roles, over male colleagues who make up a significant portion of our technical workforce. Recognising our distance from the national and industry median, this is a key focus area for ongoing improvement.

29%
MEAN PAY

A male earning
£1 in WAE, a
female would
earn 71p

25%
MEDIAN PAY

A male earning
£1, a female
would earn 75p

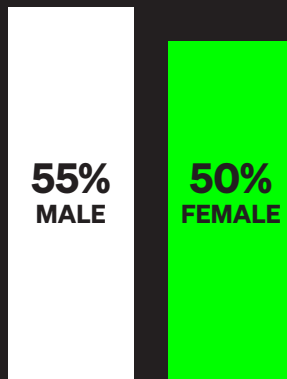
14%
UK NATIONAL
GENDER PAY
GAP 2023

12%
INDUSTRY SECTOR

Science, Research, Engineering and
Technology Professionals (Full time median)

In 2023, bonuses were paid to all eligible employees (those with over three months service, at the conclusion of the financial year). A significant proportion of our annual growth being realised in the second half of the year accounts for the low representation of eligible employees for bonus payments.

BONUS FIGURES



BONUS GENDER GAP

77.8%
MEAN

0%
MEDIAN

It takes an entire workforce to contribute to change, and with that in mind, we have established an Equality, Diversity and Inclusion working group which is made up of employee champions across the organisation. This working group is tasked with driving improvement initiatives through encouraging new ways of working, facilitating opportunities for teammates and raising awareness across the organisation.

We welcome the progress being made in the industry with apprenticeship and graduate schemes growing in tandem with increased gender diversity. Fortescue Zero is an official partner of the FIA Girls on Track programme, which works to break down barriers and promote gender diversity in the world of motorsport. The FIA Girls on Track event aligns with our Values, providing young girls with an opportunity to experience the exciting world of racing first-hand.

Recognising the powerful role Fortescue Zero can play as a workplace of choice for future females' aspiring to careers in technology and engineering, we are committed to building grassroots pathways to make this a reality.

Mark Hutchinson
CEO, FORTESCUE ENERGY





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