

Employer Statement – Maggie Beer Holdings Limited

2024–25 Gender Equality Reporting

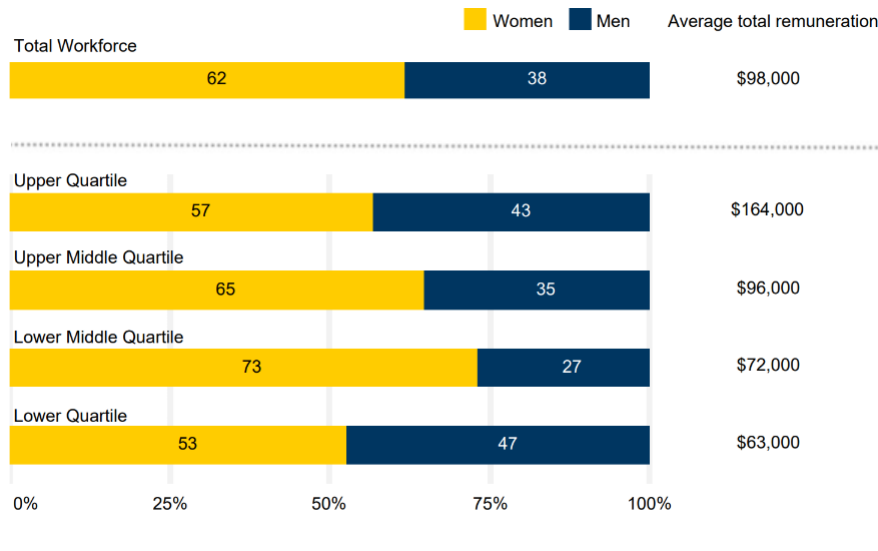
At Maggie Beer Holdings Limited (MBH), we are committed to fostering an equitable, inclusive and high-performing workplace where all employees are valued and rewarded fairly, regardless of gender.

For the 2024–25 reporting period, MBH’s corporate group gender pay gap is:

- **7.9% (average total remuneration)**
- **3.0% (median total remuneration)**

Women represent **62% of our total workforce** and are the majority across all pay quartiles, including **57% of the highest-paid quartile**. Women also represent **63% of management roles** across the corporate group.

Chart 1



During this reporting period, the Group divested one of its businesses, Paris Creek Farms. As a result, workforce composition changed during the year.

The relatively low median gender pay gap (3.0%) indicates that pay outcomes across the organisation are closely aligned. As a corporate group of 149 employees, our average result can be influenced by a small number of senior roles where remuneration levels are materially higher and where small changes in representation can disproportionately affect the overall average.

Year on Year Comparison & Organisational Context

In the 2023–24 reporting period, MBH reported:

- **-2.5% (average total remuneration)**
- **-2.3% (median total remuneration)**

The change in this year’s reported outcome reflects shifts in workforce composition during a period of organisational transition, including executive leadership changes and the divestment of Paris Creek Farms.

Several of the departing roles were senior executive positions previously held by women and among the highest remunerated within the organisation. In a corporate group of 149 employees, movements within a small executive cohort can have a noticeable impact on reported average outcomes from year to year.

While these movements have affected the reported average result, the median gender pay gap remains low at 3.0%, indicating that pay outcomes across the broader organisation remain closely aligned.

The year-on-year variation reflects changes in senior representation rather than systemic pay inequity across comparable roles.

Understanding the Gap

It is important to remember that the reality is that pay gaps are not influenced by gender alone: it is also affected by experience, part-time work and how long employees have been in their roles. Our analysis indicates that MBH’s 7.9% average gender pay gap is primarily influenced by workforce composition, particularly the distribution of senior roles and employment types, rather than unequal pay for comparable work.

1. Senior Role Distribution

Women represent 62% of the overall workforce and 57% of the upper pay quartile. Given the relatively small size of our executive cohort, remuneration at this level can have a noticeable impact on average outcomes. Year-to-year changes in senior leadership composition may therefore influence the reported average gender pay gap.

2. Employment Status Distribution

Within non-management roles, women are more likely than men to be employed on a casual basis. While WGEA reporting converts earnings to full-time equivalent for comparison purposes, employment type can influence career progression pathways and representation in higher-paid roles over time.

We continue to monitor these structural factors to ensure equitable access to development opportunities and career progression across all employment categories.

Chart 2

	Full-time	Part-time	Casual
Women managers	85%	15%	0%
Men managers	100%	0%	0%
Women non-managers	49%	6%	45%
Men non-managers	68%	2%	29%

Importantly:

- Women remain the majority in every pay quartile.
- There is no disproportionate concentration of women in the lowest-paid quartile.
- Internal like-for-like analysis does not indicate systemic unequal pay between men and women performing comparable roles.

The difference between the average (7.9%) and median (3.0%) results is influenced by a small number of higher-paid roles rather than broad-based pay disparity across the organisation.

Our Commitment to Gender Equality

At MBH, gender equality is not a compliance exercise - it is fundamental to how we operate as a business. We are committed to maintaining fair and equitable remuneration practices and ensuring that opportunity, progression and reward are based on contribution, capability and performance - never gender.

Research consistently shows a strong link between employee engagement and workplace inclusion. We measure engagement annually through our employee engagement survey, this year we have included a specific question on inclusiveness: *"The company is dedicated to diversity and inclusiveness."* This will provide meaningful insight into how our people experience our culture and allows us to track progress over time.

Inclusivity is embedded in our values and reflected in how we lead, recruit, develop and support our people. It is central to creating an environment where individuals feel respected, heard and empowered to contribute.

Transparent and Fair Remuneration Practices

Each year, we undertake formal remuneration reviews to ensure employees are progressing equitably. We also conduct internal pay equity analysis to identify and address any emerging disparities.

A significant proportion of our workforce is covered by Modern Awards, which provide transparent, structured pay progression based on role and experience. For employees engaged under individual contracts, remuneration is determined by role requirements, qualifications, experience and relevant market benchmarks - not gender.

Equal Opportunity and Representation

We are committed to ensuring that career progression at MBH is based on merit.

Our recruitment and promotion processes are structured and consistent, with clearly defined criteria and standardised interview practices. For senior leadership roles, we aim to ensure gender representation in shortlists to support balanced decision-making and broaden opportunity.

We regularly review representation across leadership levels and pay quartiles to ensure progress remains aligned with our gender equality objectives.

Career Development and Inclusion

Creating equitable outcomes requires more than fair pay practices - it requires opportunity.

We provide access to professional development and training across all levels of the organisation, supporting employees to build skills and progress their careers. Flexible working arrangements are available to support employees in balancing work and personal commitments, regardless of gender.

Our parental leave policies are designed to support working families, and we continue to invest in education and awareness initiatives that promote inclusive leadership and help address unconscious bias.

Accountability and Continuous Improvement

We recognise that achieving and sustaining gender equality requires ongoing focus.

MBH is committed to:

- Monitoring gender representation and pay equity annually
- Reviewing succession planning to support balanced leadership pipelines
- Assessing structural factors that may influence pay gaps, including employment status distribution
- Maintaining Board oversight and transparency of our gender equality metrics

Gender equality strengthens our organisation. It supports better decision-making, improves performance and reflects our values as a business. We remain committed to continuous improvement and to ensuring that gender is not a predictor of pay, opportunity or progression at MBH.

At MBH, we believe that gender equality strengthens our organisation, enhances performance and aligns with our values. We remain committed to transparency, accountability and continuous improvement to ensure that gender is not a predictor of pay, opportunity or progression within our business.

Josh Winter
Group HR Manager
Maggie Beer Holdings Ltd