



Orora (Australia) Employer Statement – 2024 Gender Pay Gap

At Orora, we are committed to enriching the lives of our teams and communities by upholding human rights and championing diversity, equity, inclusion and belonging (DEI&B) guided by the Orora Values.

With a strong focus on equity and inclusion, we're creating a culture of belonging where all team members can show up as themselves, bring their best and collaborate with respect and openness. We see diversity as a powerful source of competitive advantage in driving better decision making, innovation and growth.

0%

Like for like pay gap for men and women performing the same role of similar complexity and scale



Our ongoing efforts to create an environment that promotes gender equality at all levels includes initiatives aimed at improving recruitment processes, enhancing pay equity, supporting career development for women, and creating policies that enable work-life balance for all employees.

Gender Pay Equity: We are committed to gender pay parity and are proud of maintaining our 0% like for like pay gap for men and women performing the same role. We are rigorous in our approach to maintaining pay equity, conducting regular pay equity reviews through our job evaluation process and annual salary review. We are committed to ensuring that all employees are remunerated fairly based on their skills, experience, and performance.

Leadership and Development Programs: We are proud of the Women In Leadership at Orora (WILO) program that supports women in advancing their careers within Orora. WILO is based around three key areas: self-awareness, collaboration, and courage, with workshops designed to nourish growth and encourage participants to step out of their comfort zones, embrace challenges and develop their leadership skills.

Flexible Work Policies: We understand the importance of work-life balance and provide flexible work arrangements to all team members. This includes options for part-time work, job sharing, hybrid and remote working, enabling employees to manage their professional and personal lives more effectively.

Inclusive Recruitment and Hiring Practices: We strive to attract a diverse talent pool by ensuring that gender is not a barrier to employment or advancement. We are committed to a fair and inclusive recruitment process that values the unique skills and perspectives of all candidates.

Understanding Orora's gender pay gap

We recognise that the publication of employer gender pay gaps by the Workplace Gender Equality Agency (WGEA) is an important step in identifying and addressing pay disparities, serving as a key measure to drive continued progress toward gender pay equity within our industry.

The Gender Pay Gap (GPG) measures the difference in overall earnings between women and men, including base salary, superannuation, overtime, and bonuses, as well as annualised part-time earnings. It does not account for factors such as the nature, level, or location of the role. It also should not be confused with equal pay for equal work where women and men are paid the same for performing the same role or different work of equal or comparable value, subject to individual performance.

Team member data relating to Orora Limited is reported to WGEA in two separate submission groups (Orora Limited and Orora Packaging Australia Pty Ltd) in accordance with WGEA reporting guidelines. The WGEA published corporate reports cover these entities for the 2023-24 reporting period (1 April 2023 to 31 March 2024). Over this reporting period, under Orora Packaging Australia Pty Ltd

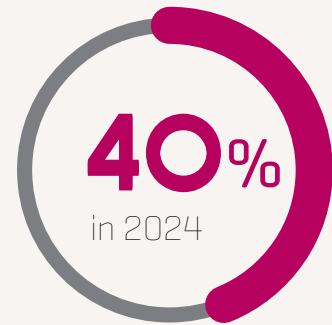
(which has the majority of our employees), the WGEA reported average base salary Gender Pay Gap (GPG) is 3.3% (5.7% industry comparison) and the average total remuneration GPG is 7.3% (7.1% industry comparison).

We operate in an industry that traditionally attracts more male team members, which is reflected in our workforce composition: 81% of our reported Australian team members are male. While there is a gender pay gap (GPG) in overall earnings between men and women, we ensure there is no pay disparity for team members performing the same roles. In like for like roles, we are committed to ensuring that men and women receive equal pay for equal work, regardless of gender.

Our GPG is strongly influenced by our workforce demographics and the types of roles performed by our team members. Like many others in the manufacturing industry, we have a considerable number of males in technician and trade roles, which are competitive in the market and typically attract greater overtime and penalty payments than other roles. We are continuing our efforts to attract a gender diverse workforce and are taking steps such as gender-inclusive language in

policies and job advertisements to increase participation of females in traditionally male-dominated roles. We are also focusing on our benefits to ensure that they are valued by female employees - which is why we offer flexible working including part-time hours / job share, above-industry paid parental leave (including payment of superannuation during the unpaid period), purchased annual leave and hybrid and remote work options.

Female representation in senior leadership roles for the 2023-24 reporting period



Our Promise to the Future

Our global commitment to diversity, equity, inclusion and belonging focuses on these key areas:

- 1 Increase gender representation in all of Orora.
- 2 Create a culture of belonging through education and awareness throughout Orora.
- 3 Value the diversity of our communities through localised action.

Creating and maintaining an inclusive, diverse, and safe workplace is an ongoing journey that requires leadership commitment and action. We are dedicated to fostering an environment where all of our team members can thrive, and we remain focused on continuous improvement to ensure our workplace is attractive to a diverse range of people and all of our team members experience a sense of belonging.