

gender pay gap fact sheet

chevron australia | 2024 - 2025



foreword

At Chevron, we're committed to providing equal opportunities for our workforce irrespective of gender, race, religion, sexual orientation, age, national origin or disability.

Diversity and Inclusion (D&I) is one of our company's core values and continues to be a strong and integral part of the way we work. We welcome different points of view to help us drive innovation and grow our business and are committed to providing a safe, respectful and inclusive work environment for all.

We understand the importance of transparency and accountability around our gender pay gap and welcome the opportunity to report key data to the Workplace Gender Equality Agency (WGEA). We also proactively share information with our workforce and key stakeholders.

Over the past year, the data shows we've made some progress on our gender equity goals and expectations.

We saw a 1.8% improvement across both our mean (average) and median (mid point) total remuneration gender pay gap (GPG), as well as a 0.5% improvement on our mean base salary GPG.

While fluctuations in our gender pay gap are anticipated year on year - due to the various factors that can impact total remuneration in a given year - our commitment to action continues.

D&I is a business imperative for Chevron. Addressing the imbalance and supporting the advancement of women is key for our company's ongoing success. We remain focused on taking an integrated and deliberate approach to improving gender equity.

Balaji Krishnamurthy
Chevron Australia President

gender pay gap vs equal pay

The gender pay gap is defined as the difference between the average full time equivalent salary of all men and the average full time equivalent salary of all the women in an organisation, expressed as a percentage of men's average salary.

This is fundamentally different from equal pay, which means to pay men and women equally for the same or comparable work. It is unlawful (and has been for over four decades) to not pay men and women like for like in Australia.

At Chevron, there are many ways in which we invest in our people to develop and empower a highly competent workforce that delivers superior results the right way. Diversity and Inclusion is a Chevron Way value and our company philosophy prohibits discrimination, including on the basis of gender.

Additionally, we have established robust compensation systems and processes designed to minimise risk of bias and ensure we pay men and women equally for the same or comparable work.

gender pay gap

The difference in the average pay of all men and women in the organisation regardless of role seniority



Having a greater number of men in senior positions or in technical roles with a higher level of pay will mean a greater average pay for men than for women

equal pay

Men and women being paid equally for the same or comparable work



what our data is telling us

Chevron Australia Upstream gender pay gap* (1 April 2024 – 31 March 2025)

	Mean / Average	Median / Mid Point
Base salary gender pay gap	13.3%	13.4%
Total remuneration (TR) gender pay gap Includes base salary, bonus pay, overtime / overcycle, superannuation and allowances (including field related allowances)	22.1%	20.5%

	Male	Female
Workforce composition	75% (n=1415)	25% (n=463)
Upper quartile (average TR \$523,000)	86% (n=405)	14% (n=66)
Upper middle quartile (average TR \$390,000)	87% (n=409)	13% (n=61)
Lower middle quartile (average TR \$335,000)	79% (n=370)	21% (n=97)
Lower quartile (average TR \$231,000)	49% (n=231)	51% (n=239)

* Our data uses the annualised, full time equivalent base salary and total remuneration data for all full time, part-time and casual employees. Calculations include all Upstream employees located in Australia, and excludes expatriate employees on assignment for more than 6 months.

21.1% gender pay gap
Australian Average



Chevron Australia Upstream
average gender pay gap

22.1%

When looking at **our 2024/25 total remuneration figures overall**, Chevron Australia Upstream female employees are on average paid **22.1%** less than males. That means, for every \$1 on average a man makes, a woman earns 77.9 cents.

As a **comparison**, the Australian average total remuneration gender pay gap as reported by the Workplace Gender Equality Agency (WGEA) for 2024/25, is 21.1%. The 2024/25 average total remuneration gender pay gap for the oil and gas extraction industry (which includes Chevron Australia Upstream), is 24.2%.

Chevron Australia overall has a lower representation of female employees across the organisation (25%), and **our gender pay gap is compounded** by the higher representation of males in technical and operational roles which attract higher salaries and often include field allowances, overcycle payments etc.

intentional actions we're taking

since 2023, we've made progress on the gender equity goals and expectations detailed below, however there is more work to be done and we remain committed to addressing the imbalance



increasing female representation year-on-year:

- across the organisation
- across target pay grades



At least 30% **female representation** across all Personnel Development Committees (PDCs)[^]



A requirement for all PDC discussions to include an identified **Inclusion Counsellor**⁺



50:50 gender balance:

- in all education to employment (E2E) and early career recruitment
- in all qualified external candidates shortlisted to interview



Recruitment selection panels have at least 30% female representation as well as an identified Inclusion Counsellor

supporting systems, policies, training and initiatives

- Robust compensation systems and processes to ensure we pay men and woman equally for the same or comparable work.
- Improving data collection and demographic dashboards to provide leaders with greater insights to guide actions.
- Continuing to educate PDC members and the workforce on inclusive behaviours including through training and annual performance management plan goals on unconscious bias, inclusive leadership, cultural awareness, and safe, respectful and inclusive behaviours.
- Flexibility through our parental leave policy and supporting toolkits, flexible work arrangements that include our hybrid work model, compressed work week schedule, varying start and finish times as well as increased job share or part time opportunities.
- Ensuring our Flexible Work Arrangements Policy, Discrimination, Harassment and Bullying Policy and Sexual Harassment Policy all use simple, clear and inclusive language.
- Helping to build out a diverse talent pipeline for our industry through education and science, technology, engineering and maths (STEM) partnerships such as our Women in Engineering program and the Stars Foundation program.
- Supporting diversity and inclusion employee networks across our organisation that foster engagement and connection.
- Supporting employees in their career progression through our PDC processes.

[^] The **PDC** performs strategic activities that support the development of a skilled, competent and qualified workforce.

⁺ The role of the **Inclusion Counsellor** is to provide perspective outside of the function or business unit to the selection team to check against unconscious biases that may interfere with people decisions. They also encourage more complete thinking and will ensure that there is a robust bias-free discussion.