

CELEBRATING 60 YEARS OF IMPACT AND INNOVATION

As we proudly celebrate TBH's 60th anniversary, we reflect on six decades of providing solutions for a better tomorrow. Together with our clients and our incredible people, we have created a lasting impact across Australia, Asia, and the Middle East, benefiting current and future generations. From our beginnings in Defence in 1965 to our work in hospitals and schools, we have built foundations for safer, healthier, and more educated societies. Through road and rail networks, we have driven connectivity and growth, while our water infrastructure projects have ensured the sustainable use of this critical resource. Our contributions to data centres – the backbone of digital economies – and renewable energy have fostered innovation, growth, and climate resilience, leaving a legacy that endures.

A COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

TBH supports gender equity and welcomes WGEA's publication of employer gender pay gaps within the following industry: Professional, Scientific and Technical Services (Except Computer System Design and Related). We believe that transparency is a crucial step towards necessary change. As a business that embraces and supports the diverse attributes of our people and communities, we foster an inclusive and equitable work environment, knowing that this begins with representation at all levels.

UNDERSTANDING THE GENDER PAY GAP AT TBH

Operating in a historically male-dominated industry, TBH acknowledges the presence of a gender pay gap, primarily driven by the underrepresentation of women in senior and leadership positions within the Engineering Design and Engineering Consulting Services Industry (sub-category 6923).

At the time of reporting, women at TBH Australia represented:

KEY MANAGEMENT PERSONNEL

0% of key management personnel

MANAGEMENT TEAM

18% of senior managers and other manager positions. (Increase from 17% in the previous reporting period).

REPRESENTATION IN ORGANISATION

44% women representation in all other positions. (Increase from 38% in the previous reporting period).

TBH acknowledges our gender pay gap cannot be meaningfully reduced until we sustainably increase the number of women in all positions in our business.

OUR STRATEGY FOR CHANGE

Our 2030 strategy is a commitment to reducing the gender representation gap in our leadership team, aiming for women to represent 30% of our leadership. To guide our efforts, we have formalised our gender pay gap action plan, which focuses on:

- Talent, Resourcing, and Employee Value Proposition: Strengthening our recruitment practices and designing programs to attract and retain top talent, with accessible and flexible employment options for women.
- Culture: Implementing a company-wide culture program to define and solidify our organizational culture.
- Performance, Reward, and Recognition: Launching a new performance review process with a greater link to goals and targets to increase equity and fairness.
- Leadership Development and Talent Management: Developing leadership programs for all employees, with specific programs for women to establish our next generation of leadership.
- Partnerships: As a WORK180 endorsed employer, we will continue our partnership with WORK180 to ensure our business practices and policies foster an inclusive environment, supporting our efforts to attract more women to our business.

LOOKING AHEAD: TBH'S FUTURE STRATEGY

Moving forward, TBH Global will increase representation across all locations and help women to develop long-term careers with us by:

EMPLOYMENT

Hiring more women in senior positions.

30% by 2030

DIVERSITY

Continuing current diversity targets for all positions.

40% by 2030

PROCEDURES

Reviewing and improving current policies and processes e.g. parental leave and recruitment.

REMUNERATION

Continuing to complete annual internal compensation reviews.

CAREER DEVELOPMENT

Continuing to develop and retain current employees to reach senior levels.

OUR PEOPLE: THE STRONGEST ASSET

At TBH, we acknowledge that our employees are our most valuable asset in fulfilling our mission of delivering solutions for a better future. By cultivating a positive and inclusive work environment, fostering workforce engagement, and ingraining our OneTBH culture and values, we strive to provide opportunities for our employees to connect, build relationships, and progress in their careers. While the current gender gap highlights a historical challenge for women in the engineering and construction industries, we are passionate about and committed to the role that we can play in transforming our sector.