

As an employer in Australia's critical power & communications infrastructure sector, Genus recognise the ongoing challenges that contribute to the underrepresentation of women in our industry. These challenges are systemic and require deliberate, sustained efforts to overcome. At Genus, we are committed to driving meaningful change and improving female participation across all levels of our organisation while remaining authentic and true to our Values.

Industry-Wide Challenges

Female representation remains disproportionately low in technical and operational roles, and also, but to a slightly lesser extent, in leadership positions. The barriers to gender equality in our sector include:

- **Underrepresentation in STEM Pathways:** Fewer women are entering trade and technical careers due to historically low participation in STEM fields, which form the backbone of our industry's talent pipeline.
- **Entrenched Workplace Norms:** The male-dominated culture in many areas of the industry can create environments that are unintentionally exclusionary, affecting retention and career progression for women. The legacy of male-dominated work environments can lead to unconscious bias, exclusionary behaviours, and a lack of psychological safety for women entering the industry. These cultural barriers often discourage female retention and progression, particularly in field-based or remote operations
- **Operational Rigidity:** Field-based and shift-based work, which often requires physical presence and offers limited flexibility, can deter women, particularly those with family or caring responsibilities.
- **Lack of Visible Role Models:** Limited visibility of women in senior and technical roles can create a perception that career advancement is less accessible for women in this sector.
- **Public Perceptions:** Outdated views of the power infrastructure industry as physically demanding and male-centric further hinder the attraction of female talent.

Our Actions and Commitments

At Genus, we are actively addressing these challenges through a range of targeted initiatives designed to foster an inclusive and supportive workplace for women:

- We **monitor and report** to the Board on our gender targets each month. Women currently comprise 15% of our workforce which is slightly ahead of the industry average of 14%. Women currently comprise 4% of our Apprentice/Trainee/Graduate cohort.
- We **attend careers fairs tailored specifically to women**, engaging early with future talent and raising awareness of career opportunities in the power infrastructure industry.

- We have partnered with **external Apprentice Support organisations** to identify and encourage more **female apprentices** across all disciplines but particularly in trades and technical roles.
- We are currently producing a **video series profiling women across all levels of the Genus workforce**, showcasing real career journeys to inspire others and provide visible role models. These will be made available both within the organisation and externally when shared on social media and our company website.
- We regularly **review and approve flexible work requests** where operationally possible, and we also create **part-time roles where possible** to support work–life balance, particularly for women with caregiving responsibilities.
- Our **HR policies and procedures are aligned to support flexible and inclusive work arrangements**, ensuring that all employees can access and benefit from these options.
- Above all, we **demonstrate our corporate values from the top down**, making clear that gender equality is a shared organisational goal. Our leadership team is fully committed to fostering a culture where all employees understand, support, and contribute to this goal.

We recognise that achieving gender equality is a continuous journey that requires leadership, accountability, and partnership. Through our ongoing engagement with WGEA and industry peers, we aim to be part of a broader transformation that not only increases female participation but enables women to thrive in the power infrastructure industry.