

Thursday 10 August, 2017

Arc Infrastructure awarded for efforts in addressing workforce gender imbalance

Arc Infrastructure, Western Australia's leading transport infrastructure manager, has been awarded the *Most Ambitious Company in Gender Diversity* award by Engineers Australia for its efforts in closing its gender pay gap and encouraging more women into engineering roles.

This is the second award Arc Infrastructure has received in the last month in recognition of efforts in addressing workplace diversity, with the company receiving the *Workforce Diversity* award at the recent Australian Rail Industry Awards.

Arc Infrastructure's CEO Paul Larsen said the company and its leaders are committed to creating a fair and equitable workplace and strongly believes that creating pay parity benefits everyone in a workplace, regardless of your gender.

"While we are proud to accept this award, we recognise this reflects only a point in time. Our company and the broader industry are still on a journey to creating a more diverse workplace," he said.

"This award is an exciting and public recognition that goes a long way to recognising the improvements we have made in this space. However, we must remain vigilant to ensure that we continue to foster and develop a workplace that is fair and safe for everyone," Mr Larsen said.

Arc Infrastructure has shown a strong commitment to enhancing diversity in its workforce across the past decade, including achievements in addressing workforce gender imbalance and their approach to gender pay parity to create a fairer workplace for all employees.

In its efforts to address gender imbalance within the organisation – in particular for front line and engineering roles – Arc Infrastructure has focused on increasing and retaining its team of female engineers by implementing a number of strategies and projects.

The success of these strategies has resulted in reducing the gender pay gap on base salaries from 22% in 2012 to 0.6% this year. Arc Infrastructure has also increased female workforce participation from 9% in 2008 to 24% this year, with one fifth of the company's engineers now being female, compared to none, just 10 years ago.

The award was presented at the Engineers Australia Women in Engineering Winter Gala held on Saturday in Sydney.

KEY STATISTICS

- Gender pay gap on base salaries reduced from 22% in 2012 to 0.6% in 2017
- Female workforce participation increased from 9% in 2008 to 24% this year
- One fifth of all engineers at Arc Infrastructure are female
- Management roles held by women has increased from 4% in 2008 to 26% in 2017
- Arc Infrastructure successfully recruited women into track maintenance worker roles for the first time last year

ABOUT ARC INFRASTRUCTURE

Arc is pronounced as a word and not an acronym.

Arc Infrastructure is a leading transport infrastructure manager in Western Australia. We currently operate the State's 5,500km freight rail network, connecting people, commodities and ports across the State with the rest of Australia and the world.

Spread across regional Western Australia, our team of 430 employees keeps the rail network operating 24/7. We live local, buy local and are committed to contributing to regional communities.

Previously called Brookfield Rail, we changed our name to Arc Infrastructure in July 2017 to reflect the aspirations for our future to expand our involvement in transport infrastructure assets. We're committed to working with industry, our customers, partners and communities to find new opportunities that will support and strengthen our rail network for the benefit of WA.

For more information about Arc Infrastructure, please visit www.arcinfra.com.

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