

# GENDER PAY GAP STATEMENT



Established in 1987, the Dawsons Group of Companies is one of Queensland's largest privately owned industrial services operations; employing up to 300 hundred base employees per week.

Dawsons employee profile is trades and blue collar heavy. Key Industries in which we operate have a similar workforce profile:

Mining	78% men
Construction	74% men
Water, waste, infrastructure	74% men

The overwhelming majority of trades and blue collar workers are male – nationally and internationally. In line with the industries in which we operate and services we provide, Dawsons gender reporting will always reflect a male dominated workforce through the limited metric of numbers.

A closer examination will show that Dawsons stands alone in Industrial Services and Heavy Industry – 50% owned by a female and with a female CEO.

Formed as an equal partnership between Keith and Val Dawson, the success of Dawsons has been built on the contribution of women in the workplace. It's something that has been unquestioned and organic at Dawsons.

With women contributing to the success of Dawsons for many years, the company has long provided a working environment that ensures that women do not have to choose between parenting and their job. Flexible work arrangements including on-site parent facilities, carers leave, part time, flexible hours, job share, compressed week and working from home.

Dawsons values their working parents and strives to provide an empathetic approach to ensure that their skills and experience are not lost to the company by having to choose between family and a career. Our flexible approach to individual situations has seen 100% success rate for a return to work following first pregnancy.

Dawsons diversity of business operations provides multiple formal and informal pathways and entry level opportunities for women looking for careers in heavy industry and mining sectors.

Since 1987, Dawsons has had an apprentice program to support the replenishment of tradespeople in Australia, regularly participating in activities to promote careers in trades to school students – male and female.

Dawsons has successfully trained their own female apprentices in Fabrication, Mechanical Fitting and Electrical trades and offers apprenticeship indentures and apprentice hosting at our workplaces to our clients.

Dawsons Labour Hire Division, Dawsons Confined Space Rescue Crew and Dawsons Mill Relining Division all provide entry level positions for new entrants to the mining industry.

Equally important as providing opportunities is showcasing the achievements of women in these roles and providing visible role models for women aspiring for a career in trades or mining.

Dawsons partners with our clients in mining and heavy industry to increase female representation in their workforces through targeted recruitment campaigns and provision of indentured apprentices.

Dawsons provides reporting and analysis of female participation in our project and site specific workforces to ensure we are striving to increase representation.

