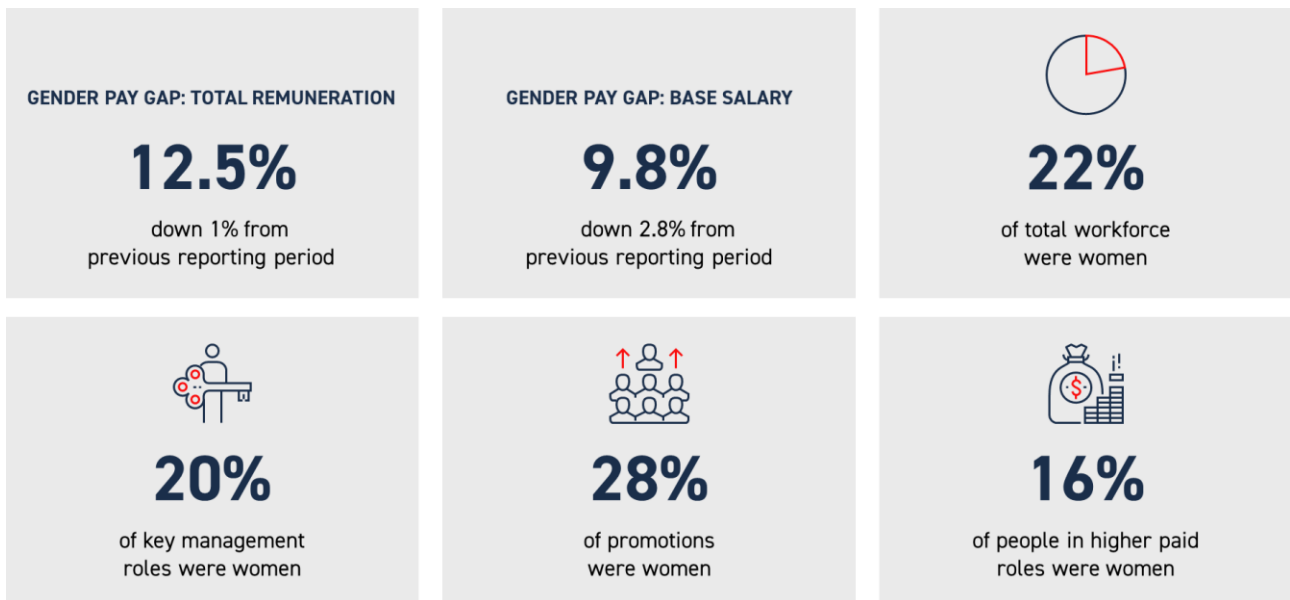


WORKPLACE GENDER EQUALITY AGENCY 2022-23 REPORT

Kinetic IT is dedicated to fostering an inclusive and diverse workplace that embraces the unique qualities and differences of every individual. This commitment is the cornerstone of our Diversity, Equity, and Inclusion (DEI) Strategy 2022 – 2027, which identifies gender equity as a priority focus.

As part of this ongoing commitment, our organisation consistently provides data to the Workplace Gender Equality Agency (WGEA) and our workforce. Key insights from Kinetic IT's 2022-23 WGEA report include:





Kinetic IT has bold ambitions for advancing gender equity within our workforce and across the broader Australian technology sector. Recognising our recent Gender Pay Gap does not align with our desired position on gender equity, we are fully committed to addressing and remedying this issue. We recognise that, like many in the industry, there is significant work ahead to achieve our goals and foster a more equitable and inclusive environment.

Since the submission of our 2022-23 report, Kinetic IT has commenced a comprehensive program to address gender inequity and enhance the experiences of women within our company. This includes a complete overhaul of our remuneration practices to proactively identify and address pay gaps within role classifications – a task which is now largely complete.

We have also established a Gender Action Plan supported by an employee-led Gender Working Group which outlines key gender initiatives and targets. With executive sponsorship, the Gender Working Group underscores our commitment to continuous improvement, ensuring diligent monitoring and reporting across all operational levels.

We are actively engaged in an ongoing assessment of our organisational policies and procedures to ensure an inclusive environment for all employees. To address areas where the underrepresentation of women has been



more pronounced within our business, we have implemented targeted initiatives. These initiatives focus on attracting and retaining women across all levels of our workforce, with a special emphasis on increasing female representation in senior roles. Additionally, we are collaborating with community and industry partners to foster greater participation and inclusivity. Our commitment to these efforts reflects our dedication to creating a workplace that is diverse, equitable, and supportive of all individuals.

Kinetic IT awaits its next submission to WGEA, where the organisation is confident our actions and improved performance across 2023 will show significantly improved Gender Pay Gap results.