

Gender Pay Gap Employer Statement

Our Commitment

Finisar Australia is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. Our culture is built on a strong set of corporate values: Integrity, Collaboration, Accountability, Respect, and Enthusiasm (I-CARE). We encourage, value and leverage the diversity of people to drive innovation and recognise that diversity in our workforce contributes to our business success. At Finisar, we know that an integral part of diversity is having a gender balanced workforce across all levels of our organisation and we are working proactively to reduce our gender pay gap over time.

What is the gender pay gap (GPG)?

The gender pay gap (GPG) measures the difference between the average or median earnings of women and men across an organisation, industry, and the workforce as a whole. The GPG differs from equal pay. Equal pay refers to women and men receiving the same pay for performing the same or comparable work. An organisation may achieve equal pay and still have a GPG if women and men are unevenly represented across different roles, pay levels or leadership positions.

Understanding Finisar's GPG

According to the Workplace Gender Equality Agency (WGEA), Australia's average total remuneration GPG is 21.8%, representing a 0.7 percentage point decrease from the previous reporting year. In comparison, Finisar's average total remuneration GPG is 25.7%. While this reflects a 1.3 percentage point improvement from Finisar's previous reporting year, we acknowledge that further focused action is required to accelerate the pace of change.

As a high-technology manufacturing business, we face some barriers attracting female talent, which in turn has had an impact on our gender pay gap. Manufacturing is a male-dominated industry and tends to attract a larger proportion of male candidates. This is also true for high-technology, which has less than one-third of graduates across all STEM courses being female. The underrepresentation of females in these industries, alongside low turnover in our higher paid leadership positions and higher paid technical roles traditionally held by men, impacts our ability to narrow the GPG quickly.

Finisar recognises that as we increase the number of women joining Finisar through graduate and other entry-level programs, our GPG will increase, however, as these employees progress through the organisation, we hope to see greater gender balance in senior levels.

How we are addressing the GPG

Understanding the challenges that face Finisar Australia has been integral in the development of the following targeted initiatives, which are directly aimed at reducing our current GPG:

- Ensuring that our recruitment and selection processes are fair, equitable and free of any unconscious bias
- Conducting annual pay gap analysis to ensure there are no gender pay gaps for comparable roles
- Working with universities and STEM career/networking events to attract and broaden our candidate pool
- Supporting requests for flexible working arrangements to assist employees in balancing work and their personal and/or caregiver commitments
- Encouraging career development and training opportunities across all genders and seniority levels of the organisation

- Supporting staff who are on temporary visas and assisting those who are eligible for employer sponsored visas
- Educating our leaders and teams on our Diversity, Equity and Inclusion policies and evolving the program as needed

Our Ongoing Commitment

Finisar Australia recognises that closing the GPG is a long-term commitment requiring sustained focus, accountability and persistence. We are committed to monitoring our progress, reviewing our strategies, and taking meaningful action to build a more gender-balance organisation at all levels.

We remain confident that through consistent effort, strong leadership accountability and targeted initiatives, we will continue to make progress towards a more inclusive workforce and a reduced GPG over time