



2022-23 Gender Pay Gap Employer Statement

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.

An integral part of diversity is having a gender balanced workforce, without gender pay gaps. It is important to understand that the gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average or median pay of women and men across organisations, industries, and the workforce as a whole. It is worth noting that Finisar has no pay disparity based on gender and that men and women are paid equally for doing equivalent jobs with equivalent levels of experience. The primary cause of our gender gap stems from having a lower proportion of females in senior leadership roles, and a higher proportion in our lower paid grades, this is common within our industry and is reflected in the below WGEA Gender composition by pay quartile chart.

Finisar is a high-technology manufacturing business, and we face some barriers attracting female talent, which in turn has an impact on our gender pay gap. Manufacturing as an industry is classified as a male-dominated industry and tends to attract a larger proportion of male candidates. The high-technology sector in particular has a limited female candidate pool with only 37% of university applications across all STEM courses being female. Being aware of these barriers assists us in developing strategies to drive our numbers in a positive direction, which includes working with universities and STEM career events to build our employer brand and grow our talent pipeline.

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 gender pay gap:

- Ensuring that our recruitment and selection processes are fair, equitable and free of any unconscious bias
- Supporting requests for flexible working arrangements to assist employees in balancing work and their personal and/or caregiver commitments
- Conducting annual pay gap analysis to ensure there are no gender pay gaps for like roles
- Encouraging career development and training opportunities across all genders and seniority levels of the organisation
- Working with universities and STEM career/networking events to attract and broaden our candidate pool.
- Supporting staff who are on temporary visas and assisting those who are eligible for employer sponsored visas
- Hosting our semi-annual Women in Optics events for networking and development opportunities
- Educating our leaders and teams on our Diversity, Equity and Inclusion policies and evolving the program as needed

We recognise that overcoming these challenges takes time and persistence. Nonetheless, Finisar Australia is committed, and we are confident that over time, our initiatives will lead us to a more inclusive workforce, with a larger representation of women across all levels of the organisation.