

Gender Pay Gap

Context Statement 2026

Hydro Tasmania group

Median total remuneration
gender pay gap

22.3%

March 2024



20.1%

March 2026

From our CEO

Hydro Tasmania is Australia's largest generator of renewable energy. Our industry is undergoing significant transition, reliant on technical, trade and engineering roles. Like much of the energy sector, our workforce reflects long-standing patterns in education and career pathways, particularly in technical and field-based roles. These patterns shape who enters the industry and how people progress over time, and are central to understanding our gender equality outcomes.

Real progress requires more than intent. It calls for reimagining systems, reshaping education and workforce pathways and embedding inclusive practices across our industry.

Above all, it requires sustained, data driven action and leadership at every level. In 2024, we approved our first Gender Equality Strategy, focused on pay, leadership and flexibility. We share accountability for initiatives that support these priorities and are encouraged by early signs of progress, including a reduction in our organisation-wide gender pay gap, increased representation of women in leadership, and positive engagement scores relating to flexibility.

As a Government Business Enterprise, we are not covered by the Workplace Gender Equality Act 2012 and are not required to submit gender equality data or report through the national program.

We have chosen to publish this Gender Pay Gap Context Statement to provide our employees, customers and community with a clear understanding of our results, what drives them, and how we are responding. While change will take time, we are committed to accountability and sustained action to deliver meaningful improvement.

Rachel Watson

What is the gender pay gap?

The gender pay gap is a figure that measures the difference in average or median earnings between women and men across an entire workforce.

This is different from equal pay, which is a legal requirement that women and men must receive the same pay for work of equal or comparable value.

The gender pay gap instead reflects broader patterns in representation, job type, seniority, working hours and access to career pathways.

It is a measure of workforce composition and opportunity, not a measure of whether individuals are paid fairly for the same work.

[Follow this link](#) to learn more

Understanding Hydro Tasmania group's gender pay gap

As at March 2026 the Hydro Tasmania group, which includes Hydro Tasmania, Entura and Momentum Energy has:

- an average total remuneration gender pay gap of **15.6%**, which is lower than the national average of **21.1%**
- a median total remuneration gender pay gap of **20.1%**, which is higher than the national median of **16.4%**

The average pay gap compares the mean salary of all men vs. all women, making it sensitive to extreme values. Our lower average pay gap is influenced by several high earning roles held by women, including our Chief Executive Officer and strong representation of women in our Executive Leadership Team. Median results provide a different view, comparing the middle point of each group's earnings, making it less affected by very high or very low salaries.

Gender pay gaps: Hydro Tasmania group and national benchmarks

	Hydro Tasmania Group	Hydro Tasmania	Entura	Momentum Energy	Australia	Electrical supply industry sub-division (26)*	Engineering design & consulting services industry class (6923)*
Average total remuneration	15.6%	8.9%	16.0%	14.4%	21.10%	20.80%	23.00%
Median total remuneration	20.1%	13.3%	22.1%	22.2%	16.40%	21.30%	25.40%
Average base salary	10.5%	0.9%	15.8%	13.8%	15.70%	15.70%	20.80%
Median base salary	12.1%	4.0%	20.7%	21.1%	11.90%	14.50%	23.40%

*Industry gender pay gap data is based on the Workplace Gender Equality Agency's March 2025 dataset (the latest available), while Hydro Tasmania Group data uses our March 2026 dataset.

What is driving our gender pay gap?

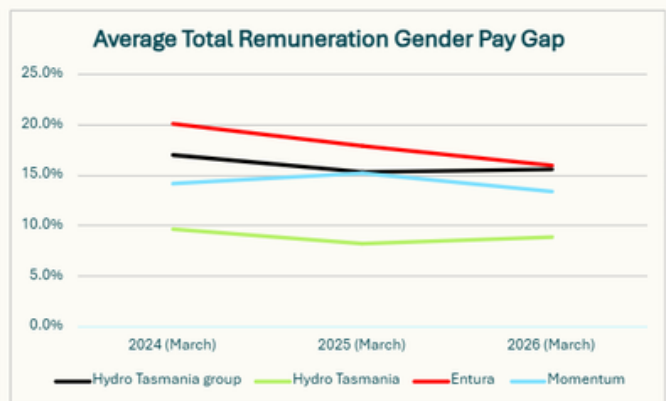
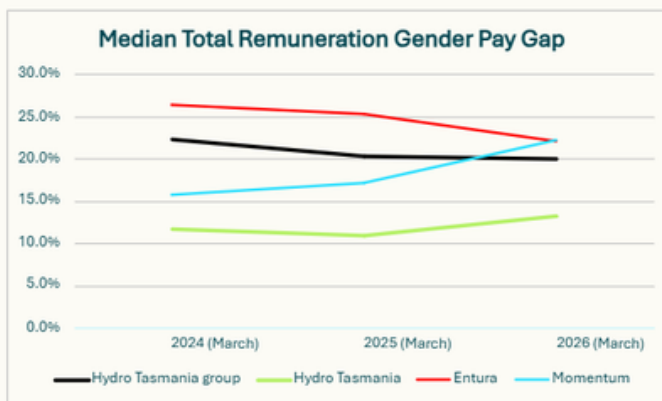
The factors shaping our gender pay gap are consistent with those seen across the Australian energy sector. Our industry remains strongly gender segregated, particularly in technical, engineering and field-based roles. Many of these roles require specific qualifications, are based in regional or remote locations, or involve non-standard working arrangements, which can limit the available talent pool. These roles also often attract additional payments such as location, over time

or on-call allowances, which increase total remuneration.

Caring responsibilities also play a role, as women are more likely to take extended leave or work part time, which can influence access to higher paid roles and progression opportunities. We also continue to see lower representation of women in senior to middle leadership and in specialist technical pathways.

Our progress and what's next

Median and average total remuneration gender pay gap across Hydro Tasmania group and its brands.



Hydro Tasmania group's median total remuneration gender pay gap has reduced from 22.3% (2024) to 20.1% (2026) our average total remuneration gender pay gap has reduced from 17.0% (2024) to 15.6% (2026).

We have strong representation of women at board and executive levels relative to our sector. This is supported by policies and resources that make equity durable, including enhanced parental leave, flexible working arrangements, inclusive workplace design and tools.

Our engagement results suggest these approaches are valued with 87% of

employees reporting they feel comfortable working flexibly and 77% agreeing they would recommend the Hydro Tasmania group as a great place to work.

Together with targeted investment in sponsorship, mentoring, emerging leader development and cultural transformation, these efforts have also increased representation of women across leadership, technical and team leader roles.

We will continue to implement targeted annual initiatives to progress toward our Gender Equality Strategy goals, with an updated Gender Pay Gap Context statement to be published in 2028.

Gender Equality in practice

Girls in Power

Girls in Power is a Hydro Tasmania initiative, currently in its 5th year, designed to introduce girls and young women to careers in energy, engineering and STEM. Through hands-on experiences, mentoring and exposure to role models, the program builds awareness of career options and helps challenge assumptions about technical and operational roles.



By supporting earlier awareness and informed choice, Girls in Power contributes to a stronger future talent pipeline for the energy sector. This helps address long-term workforce needs while expanding participation in areas where women have traditionally been underrepresented.

[Click here](#) to learn more about Girls in Power

Parental Leave Policy

Hydro Tasmania offers a 15-week paid parental leave policy with no distinction between primary or secondary carer, as well as superannuation on paid and unpaid parental leave. This approach recognises that families organise care in different ways and that equitable access to leave supports workforce participation, retention and career continuity across the organisation.



The impact of this policy can be seen in the experience of Project Manager, Tom Shurvell who took parental leave in two periods combined with other leave types to spend extended time as primary carer for his daughter while supporting his partner's return to full-time work. [Click here](#) to read Tom's story.

This commitment to equitable, flexible workplaces has been recognised externally, with Hydro Tasmania named an [Endorsed Employer for Women by Work180](#) for the second year in a row. The endorsement assesses organisations against ten key criteria, including paid parental leave, flexible working arrangements, inclusive hiring practices and anti-discrimination policies.