

**Our female senior managers are paid 0.2% more than their male counterparts and our salaries are 20% higher than the national average.**

*“One of my key strategic business objectives for 2025/26 is to reduce Omni’s overall GPG by 3%”*

**- Jon Hawkins, CEO, Omni**

At Omni, we are committed to employing a qualified and high-performing workforce. Guided by our company values of **Trust, Respect, Agility and Humility**, our objective is to build diverse teams by recruiting, developing, and advancing people from various backgrounds.

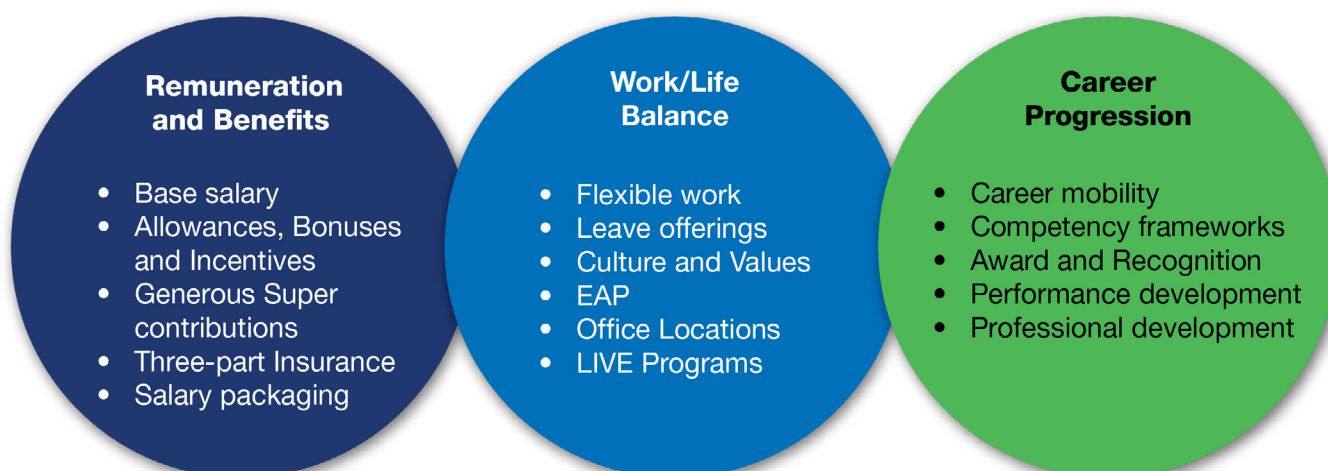
## Omni’s Gender Pay Gap Analysis

Omni is an Australian-owned business focused on delivering innovative defence, national security, intelligence, and critical infrastructure solutions.

Omni is a diversified and predominantly STEM-related business consisting of an Executive, three (3) Corporate Divisions and six (6) Business Divisions; each division has their own operating model aligned under a Total Rewards Framework.

The diversity in our business ranges from maintenance and operation of helicopters, operating communications programs, engineering and ICT, manufacturing, consulting services and project management to assurance and vetting. The employment needs in each division vary, creating a wide range of employment categories within Omni whilst adopting Omni’s business model of Valuable, Inimitable, Rare, Organised & Diversified (VIROD).

### Omni’s Total Rewards Framework



When comparing average salaries to the national and industry groups, Omni's employee salaries are higher by more than **20%**. Our employees are highly valued, and this is reflected in this result. In addition, our senior managers reported average total remuneration GPG is **-0.2%** in favour of women.

In common with the select government clients Omni services, as well as other companies in the defence sector, the gender pay gap at Omni as measured by WGEA is driven by several factors:

- Omni's increasing presence in STEM-related areas creating challenges when hiring from a candidate pool that is nationally recognised as only 15% women.
- Omni's highly diverse workforce with a breadth of capabilities means that our workforces remuneration disparities naturally create pay disparities when viewed through the company collective model.
- Over 40% of Omni employees are Veterans, with only 15% of this cohort being women.

- Many of our highly skilled and experienced female workforce are not included in our data as they prefer to work with Omni on a contractual basis to suit their personal circumstances. If Omni were to factor in these contracted employees there would be a significant narrowing of the remuneration gap.

## Progress made from the previous year

Based on WGEA's calculation, Omni has reduced the Median Total Remuneration gender pay gap by **3.7%** to 32.3% compared to 36% for last year's reported figures.

Omni is proactively looking towards gender equality by improving this percentage along with reducing our gender pay gap. The Gender Equality Strategy is being developed with policies focussed on all 6 Gender Equality Indicators. These will be in place for the 2024/25 reporting period.

Consultation on Omni's Executive Summary and Industry Benchmark Report has commenced with Omni's Executive Team. Information sessions for all employees on WGEA principles and how important these are ongoing.

## 2023/24 WGEA Results

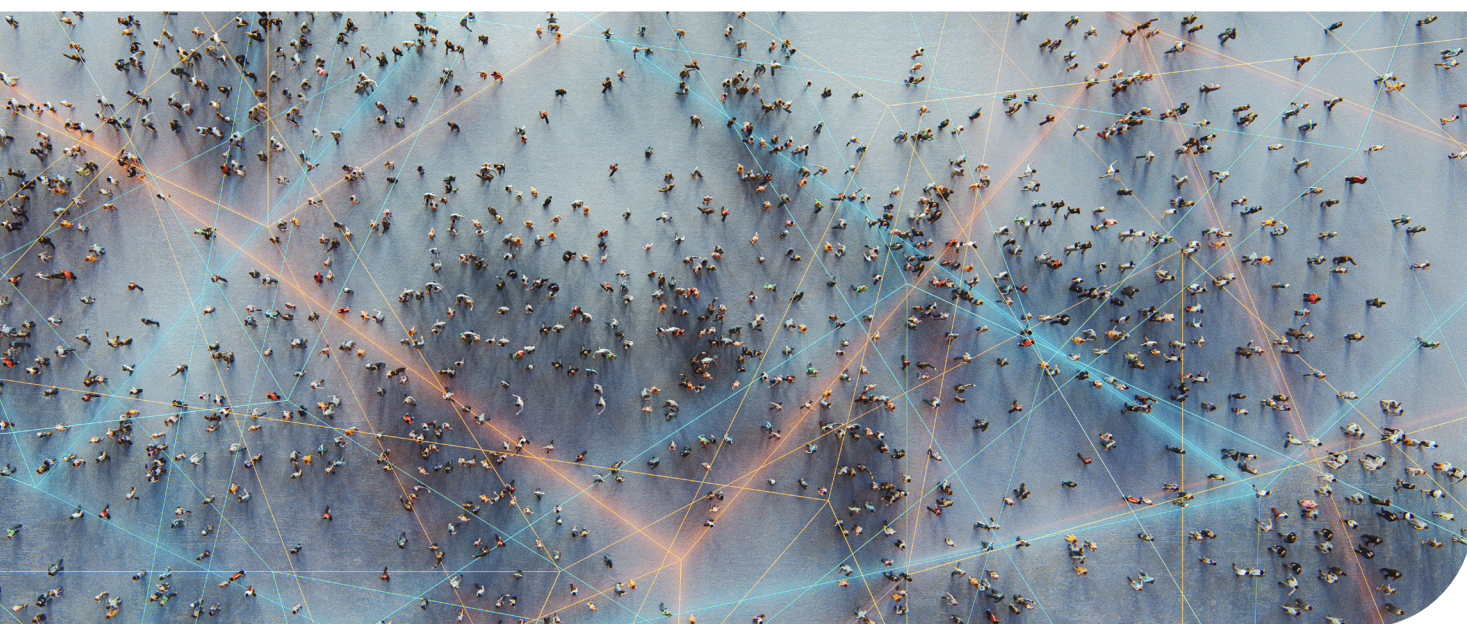
National	Workforce Composition – All Employees <b>F: 51% M: 49%</b>
	Average total remuneration - <b>\$116K</b>
	GPG Average Total Remuneration <b>21.8%</b>
	GPG Median Total Remuneration <b>18.3%</b>
Industry Group	Workforce Composition – All Employees <b>F: 44% M: 56%</b>
	Average total remuneration - <b>\$133K</b>
	GPG Average Total Remuneration <b>15.9%</b>
	GPG Median Total Remuneration <b>23.0%</b>
Omni	Workforce Composition – All Employees <b>F: 35% M: 65%</b>
	Average total remuneration - <b>\$160K</b>
	GPG Average Total Remuneration <b>27.3%</b>
	GPG Median Total Remuneration <b>32.3%</b>

## Omni's Call to Action

Omni is focused on closing the gender pay gap through the following measures:

- Omni's Employee Value Proposition (EVP) developed to attract more female candidates.
- Strengthened recruitment processes to reduce barriers for female applicants by introducing Advertising guidelines to ensure wording is current and targeted towards women.
- Focusing on ensuring women are well represented in management roles across the organisation.
- Introduction of a Total Rewards Framework (TRF). Through the TRF, Omni has implemented rigorous processes to guarantee our approach to employee compensation, ensuring that it is equitable, and competency based. Strong safeguards ensure that every Omni employee is treated equally.
- Aligning employees based on duties rather than titles and embedding salary bands for job groups to increase equity with recruitment and promotion.
- Strengthening the gender mix in talent pipelines and succession plans.
- Continuing to promote our flexible work options, which include full-time, part-time, casual, and contracting.
- 20 weeks of employer paid parental leave in addition to government parental payment, family leave sharing, domestic violence support initiatives, managerial training and professional opportunities for all employees regardless of gender or personal circumstances.
- The introduction of purchased and half-pay annual leave providing greater flexibility for employees with family and caring responsibilities.

Omni is committed to driving change in gender equality at all levels of the organisation. Reducing the gender pay gap is a business imperative going forward, and we recognise that implementing these changes will take time. Our strategic intent is to drive organisational change in this area, and we look forward to achieving greater gender equality as Omni continues to grow.



## Omni's Employee Value Proposition

At its heart, Omni is about caring for the people and communities we serve.

We recognise and reward our teams for the work they do and provide diverse professional opportunities in a wide range of areas as we support our clients across the Australian government and private sector.

We take pride in our strong company values and the long-term security and stability we offer our people.

Our people appreciate the deep social impact Omni provides as we support veteran communities, reconciliation and environmental endeavours.

### Values

- We live by our values - Respect, Trust, Agility and Humility.
- We offer a supportive and welcoming working environment.
- We are an Australian owned, equal opportunity employer, committed to building diverse teams.
- We offer 24/7 Health and Wellbeing support for employees and their families.
- We provide access to flexible and hybrid work.
- We are located in multiple major centres, close to public transport and amenities.

### Professional Development

- We offer interesting and dynamic client and public-facing work that supports national security outcomes.
- We provide diverse professional opportunities.
- We deliver a range of in-house training options.
- We are committed to your growth and provide up to \$5,000 per eligible employee annually for professional development, including memberships.
- As part of any role, we provide the ability to gain an Australian Government security clearance.

### Rewards and Recognition

- We recognise excellence through our Omni Awards.
- Comprehensive leave packages including Annual Leave, Purchased Leave, Defence Reserve Leave, Cultural Leave and Leave-Sharing.
- An attractive remuneration package and a three-part insurance plan on offer through Omni's default super fund.
- Superannuation and Novated Lease packaging.
- Discounted Qantas Club membership.

### Commitment to Sustainability

- We are committed to supporting local, national and global initiatives and organisations through our **LIVE** program.
- **Local** – We dedicate resources each year to support local community organisations.
- **Indigenous** – We promote reconciliation through our Innovate Reconciliation Action Plan.
- **Veteran** – We are a Veteran Employer of Choice and support multiple ex-service organisations.
- **Environment** – We are an accredited Carbon Neutral organisation through Climate Active.

Omni, through its Employee Value Proposition (EVP) is fully committed to creating a harmonious, safe, and respectful working environment for all employees. Through our strong company values Omni focuses on professional development for all our valued employees, with a focus on rewarding and recognising the contribution our team members make to the success of the enterprise.

At Omni, we are dedicated to ensuring that all employees have access to and are encouraged to take up all the exciting and rewarding opportunities we offer and continue to work hard to create development pathways. Recruitment and retention are big focuses for Omni, and employing the most effective, capable, and diverse talent in our workforce is at the forefront of our recruitment efforts. Omni's overall performance will benefit from these initiatives.

Finally, Omni has embraced the concept of sustainability through our LIVE program. Our Local, Indigenous, Veteran and Environmental (LIVE) initiatives are dedicated to supporting local organisations and our deep commitment to creating an environment where indigenous individuals are valued. Omni as a veteran owned and operated organisation seeks to be an employer of choice and supports many ex-service organisations. Omni is an accredited carbon neutral organisation with Climate Active and works to reduce the company's climate footprint on every available opportunity. Omni has always supported others and through the LIVE program Omni is able to give back to the community that supports us.

Creating an environment where our people have equal access to and enjoy the same incentives, resources, support, and opportunities is the right thing to do. It is important to us and brings out the best in our employees. As Omni grows, we will create more opportunities that have a meaningful and sustainable impact on our culture and team.

## Jon Hawkins

Founder & CEO, Omni

