

Gender Pay Gap Employer Statement

2026



Gender Equality at Squadron Energy

As Australia's leading renewable energy company, Squadron Energy develops, operates and owns renewable energy assets. We understand the importance of our people in the transition to reliable, affordable and sustainable energy. We know that bringing a broad range of perspectives into how we think, decide and act enables innovation and unlocks our growth ambitions.

We are committed to embedding inclusion and embracing diversity into the way we hire, build teams, develop leaders and make decisions. Creating better outcomes by bringing different viewpoints together, challenging assumptions, strengthening decisions and enabling innovation.

We foster an environment where all employees can contribute fully and build meaningful careers. This means providing equitable access to growth and development opportunities, fair remuneration and recognition, flexible working arrangements and balancing representation in leadership and critical decision-making roles. By doing so, we strengthen our culture, foster retention and position Squadron as an employer of choice in a competitive talent market.

Addressing our gender pay gap is about equitable opportunity and recognising the contribution of everyone across the organisation. We recognise the uneven historical representation across the sector and how it contributes to the gender pay gap. Proactively addressing this is essential to achieving lasting gender equality, and we are committed to driving progress year on year.

Our Commitment

We are committed to ensuring all employees have equitable access to opportunities, rewards, and experiences. We are committed to a 40/40/20 gender split across all levels including leadership positions, however we recognise that achieving this outcome will take time and considerable effort as we work to strengthen the talent pipeline for traditionally male-dominated occupations and roles.

As we grow, our focus remains on increasing representation in leadership, strengthening our talent pipeline, and building an inclusive culture where everyone can contribute and succeed.