



WGEA Employer Statement

A Message from our Executive Team

At Clevertronics, our goal is to nurture an inclusive culture where every individual can thrive, irrespective of gender. We are committed to creating environments where everyone feels valued and empowered, integrating inclusivity into every aspect of our operations.

We firmly believe in acknowledging the equal contributions of individuals from all genders within our workplaces. For us, progress means embracing diversity wholeheartedly and ensuring that every voice is not just heard but respected. Gender equity goes beyond numbers; it's about fostering a fair and supportive environment for all staff.

Importantly we also recognise the broader societal trends reflected in our industry, highlighting the need for increased female representation in manufacturing, engineering, and senior leadership roles. Collaborating with other industry bodies, we are dedicated to ensuring equal opportunities in these positions over time.

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Our **Commitments:**

In order to foster the growth of women in underrepresented areas, we have identified three key focus areas, each comprising several initiatives tailored to support women in the workplace. These encompass our strategies for fostering inclusion and belonging, attracting, retaining, and nurturing talent, as well as promoting flexibility and supporting caregivers.

Inclusion & Belonging

Our Initiatives Include:

- Our existing policies which we continue to update ensure Inclusivity, covering equal pay, anti-discrimination, and family-friendly benefits.
- We seek regular feedback from employees, particularly women in underrepresented categories, to refine inclusion efforts.
- We provide diversity training and workshops to foster a culture of respect and understanding and raise awareness about unconscious bias.
- We recognise significant calendar events to highlight the importance of Gender Equality. International Women's Day is a key initiative to celebrate and support the talented women we have in our organisation.

Attracting, Retaining & Developing **Talent:**

Our Initiatives Include:

- A Future Leaders program to improve gender representation in management positions.
- A focus on gender balanced hiring to ensure a diverse set of candidates, whenever possible, are presented at all stages of the process.
- An internal remuneration framework to ensure internal benchmarking for all comparative roles within our organisation.
- Ensure the advertising of our internal vacancies to our team to encourage promotions from within.
- Conduct annual pay analysis across our organisation to determine if and where any areas of challenge exist.

Flexibility & Carers

We remain committed to assessing the evolving needs of our staff to ensure ongoing support for flexibility and caring responsibilities.

Our Initiatives Include:

- 12 weeks of paid parental leave for Primary Carers in addition to Government provided entitlements.
- A 9 ½ day fortnight, offering early finishes on alternate Fridays.
- Needs based flexibility during work hours and/or working from home.
- Discounted Health Insurance.
- Access to our Employee Assistance Program and Wellbeing Hubs.



Questions? Please address any questions, comments, or feedback to HR@clevertronics.com.au

