



MMA
OFFSHORE

Employer **STATEMENT**



About MMA

MMA Offshore is a leading provider of marine and subsea services globally. With our fleet of modern offshore vessels and our marine, subsea and project logistics expertise, we deliver pioneering blue solutions to support energy and offshore renewables projects, governments and coastal infrastructure around the world.

Headquartered in Perth, Western Australia, MMA has a global presence, with offices in Singapore, Taiwan, Malaysia, Dubai and the United Kingdom.



We deliver **pioneering blue solutions** to support energy and offshore renewables projects, governments and coastal infrastructure

Our PURPOSE

We Believe

We believe marine resources should be developed sustainably.

What We Do

We are a pioneering marine services business.

Why We Matter

We solve the most demanding marine challenges.

Where We Want To Be

We want to transform the way marine services are delivered.

Our Principles



Smarter Together

Only by working together can we solve the biggest problems.



Do What's Right, Not What's Easy

Only by working together can we solve the biggest problems.



Think Bigger

We embrace big ideas and challenge ourselves to achieve big goals.



Fail Fast & Learn

We back ourselves to innovate and support each other through the process.



Create Tomorrow

The future we want is up to us to create.

Diversity & Inclusion

AT MMA

With a global presence of over 1,100 employees with different experiences, backgrounds and perspectives, MMA is proud to be a highly diverse organisation with a strong commitment to diversity and inclusion.

Recognising the importance of diversity and inclusion in the workplace, MMA actively works towards creating an environment where all employees are supported, are empowered to thrive and are set up to succeed equally.

MMA recognises the benefits to be gained from a workforce that brings together a range of skills, backgrounds and experiences. By promoting and maintaining a diverse and inclusive workforce, we seek to attract and retain the best talent to deliver the best results for both the Company and our shareholders.

We believe that diversity and inclusion within the MMA Group will contribute to achieving our overall strategic objectives by:

- driving business results;
- encouraging greater innovation;
- enhancing our reputation; and
- attracting, recruiting, engaging and retaining a diverse and inclusive team of high-quality people.



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Gender Equality STRATEGIES

Underpinned by our [Diversity and Inclusion Policy](#), MMA has a number of existing strategies in place to support women and increase our level of gender equality across our business:

- **Diversity and Inclusion Committee**

In order to drive diversity and inclusion objectives at all levels across the Company, MMA has a well-established Diversity and Inclusion Committee. The composition of MMA's Diversity and Inclusion Committee is itself diverse with both women and men stemming from a broad range of nationalities, cultures and backgrounds – including (without limitation) committee members from Australia, Singapore, Europe and India. The Committee has a pivotal role in promoting and maintaining an inclusive environment across the organisation, through the establishment and monitoring of the Company's Measurable Objectives and our Diversity and Inclusion events:

- **Diversity measurable objectives**

Annually, MMA's Diversity and Inclusion Committee develops a set of Diversity Measurable Objectives to achieve greater diversity and inclusion at all levels of the MMA Group. This includes targets such as:

- Maintaining the proportion of women at Board and Senior Executive level at a minimum of 30% (MMA's Board is currently 40% and MMA's Executive Management Team is 28.6%);
- Increase the proportion of women in Senior Management positions to 30% by June 2025 (currently 18.8%); and
- Increasing the proportion of women in "Technical" positions to 10% by June 2025 to improve the pipeline of candidates for Senior Management positions (currently 9.7%). Since beginning reporting in 2022, this percentage has steadily grown and continues to improve (see [Graph 5](#)) and our retention rate of women in these positions is also 100% (see [Graph 6](#)).

- **Diversity and inclusion events**

A cornerstone of MMA's effort to promote gender equality across our business is our formal Diversity and Inclusion Events Program. As an organisation, we celebrate annual events in support of achieving gender equality such as International Women's Day and the International Day for Women in Maritime, which have proven to be instrumental in fostering a more inclusive culture across our business.

- **Annual reporting**

We report our gender diversity progress annually in our Corporate Governance Statement which can be found [here](#). MMA's workplace gender diversity data is also reviewed annually by the Australian Government's Workplace Gender Equality Agency (WGEA) which can be found [here](#). Our ongoing reporting and monitoring of WGEA's best practice benchmarks and other relevant comparative data sets provides the Company with the opportunity to review its current position and act on any required changes.

- **Equitable remuneration practices**

MMA places great importance on ensuring fairness and equality in our remuneration practices, with regular reviews conducted to guarantee that all employees at all levels in the organisation are compensated fairly, appropriately and without bias.

- **Robust leave policies**

MMA is proud to have established robust leave policies in support of women. Primary carers are entitled to 12 weeks of funded parental leave, while partners of primary carers are entitled to two weeks funded parental leave. These policies are above what the industry benchmark has highlighted where a majority of companies offer 8.7 weeks of paid parental leave to primary carers on average. We have also recently expanded the Company's leave entitlement provisions which now incorporates leave relating to adoption, pregnancy loss and family and domestic violence. These updates to our existing policies were developed specifically to address challenges more likely to be experienced by women, to enhance women's participation throughout our business and to attract more women into our business.

- **Flexible working arrangements**

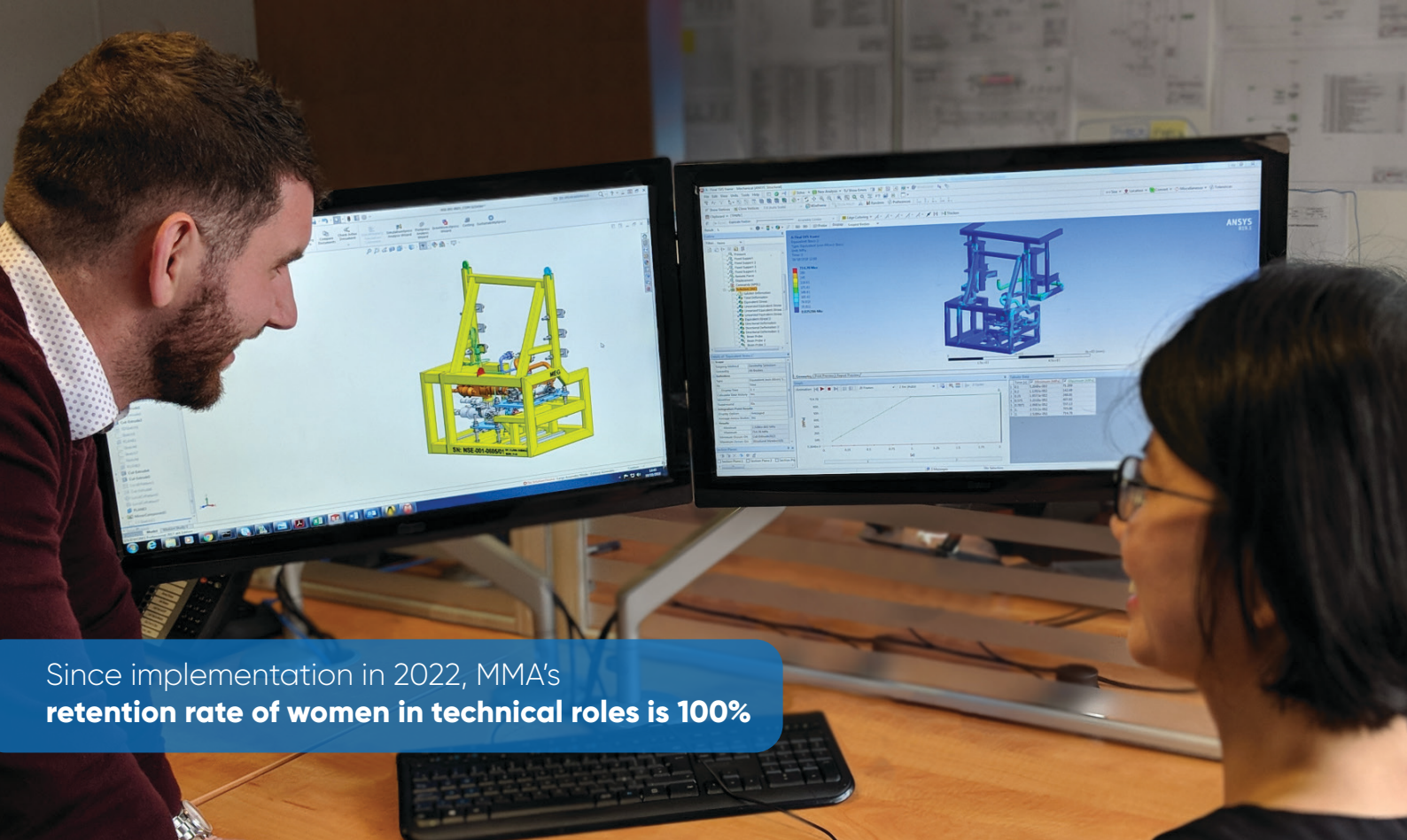
MMA is committed to fostering a positive work/life balance for our employees, with flexible working arrangements available to assist our eligible staff in managing their work, personal and family commitments. Flexible working arrangements are especially important for families to balance shared caring responsibilities.

- **Training and development opportunities**

At MMA, we empower our employees to excel both personally and professionally. A range of career development opportunities are readily available to all team members, and relevant upskilling opportunities are built into our employees' annual performance plans. By investing in upskilling, training and development opportunities, we are able to empower the women in our business to succeed in their roles, to thrive in leadership roles and to bring new skills and perspectives to our workforce.



MMA is proud to have established **robust leave policies** in support of women



Since implementation in 2022, MMA's **retention rate of women in technical roles is 100%**

- **Zero tolerance to bullying and harassment**

As outlined in MMA's Code of Conduct, we are committed to providing a positive and respectful work environment free from bullying and harassment of any kind. It is mandatory for all MMA employees to undergo training content covering our Code of Conduct, ensuring all employees understand and abide by our expected behaviours.

- **Review of retention of women in technical roles**

In support of growing our representation of women in technical and specialised roles (e.g. engineers, surveyors, etc.), MMA has implemented a strategy to review, monitor and report upon the retention of women in technical roles across our business. Since its implementation in 2022, MMA's retention rate of women in technical roles is 100% – an excellent indication that our existing strategies are gaining traction (see [Graph 6](#)).

- **Targeted recruitment activities and monitoring**

MMA's current recruitment strategy is underpinned by our [Diversity and Inclusion Policy](#) with our percentage of female and male applicants and new hires monitored and reported to the Committee. We are also heightening our recruitment activities to target female students undertaking higher education across a range of fields within our business, with a focus on participating in an increased number of local career fairs. Furthermore, MMA's recruitment strategy includes ensuring all recruitment advertisements are written to be equitable in nature and use inclusive, non-gendered language.

- **External collaboration activities**

MMA has an ongoing relationship with the Women's International Shipping and Trading Association (WISTA) Australia and in 2023, held our first collaborative event in Perth in celebration of the International Maritime Organization's (IMO) International Day for Women in Maritime. We anticipate further connections with local/external organisations such as WISTA within our operating regions will connect our business with female job-seekers in the maritime industry.

WGEA INDUSTRY COMPARISON

Within WGEA's gender pay gap reporting framework, MMA's business is categorised under the Transport, Postal and Warehousing industry comparison group which includes industries such as Air and Space Transport, Postal and Courier Pick-Up and Delivery Services and Rail Transport. This industry group encompasses a wide range of industries which are highly broad in nature and differ greatly from MMA's core services of marine and subsea services. As such, it is MMA's view that our industry comparison category of Transport, Postal and Warehousing does not provide an appropriate like-for-like comparison to MMA's core industries of marine and subsea services and thus does not provide a true industry comparison of MMA's gender pay gap percentage (see [Graph 4](#)).



Increasing the representation of women across our business, is a **key Measurable Objective** for MMA's Diversity and Inclusion Committee.

Key Pay Gap DRIVERS

Increasing the representation of women across our business, is a key Measurable Objective for MMA's Diversity and Inclusion Committee. We have identified the key contributors to our existing workplace gender composition (see **Graph 1**), and as a result, our pay gap, which most notably includes:

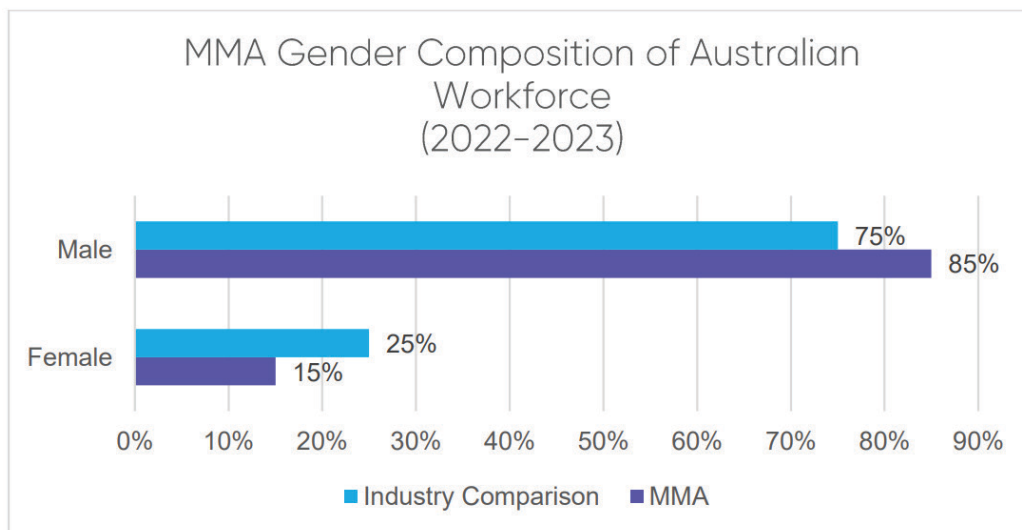
- Marine and subsea industries being historically recognised in broader society as being traditionally 'male-dominated' and as such, attracting a higher number of men on average. 61% of MMA's current Australian workforce comprises our offshore crew, of which 96% are men (see **Graph 2** and **Graph 3**);
- A small talent pool of women for offshore, technical and management roles in both the marine and subsea industries; and
- MMA's acquisition of business' Neptune Marine Services and Subcon respectively, which both brought a comparatively high number of male employees into our business.

To grow gender equality at MMA and to reduce our gender pay gap, we have implemented a wide range of strategies to both increase the representation of women within our business, as well as strengthen our pipeline of female talent for senior management roles (see MMA's gender equality strategies above). We will continue to monitor the success of these strategies and make adjustments as necessary.

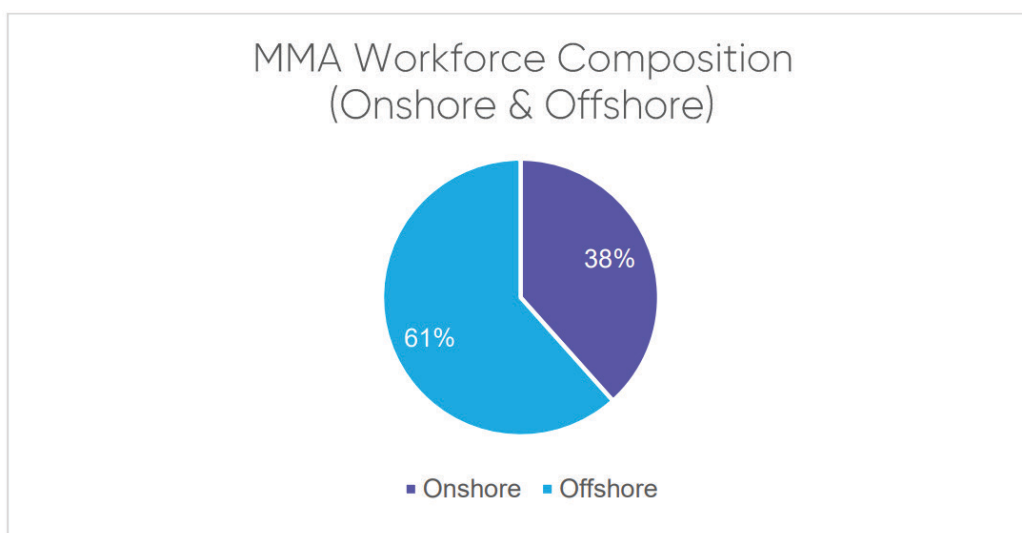


We have implemented a wide range of strategies to **increase the representation** of women within our business

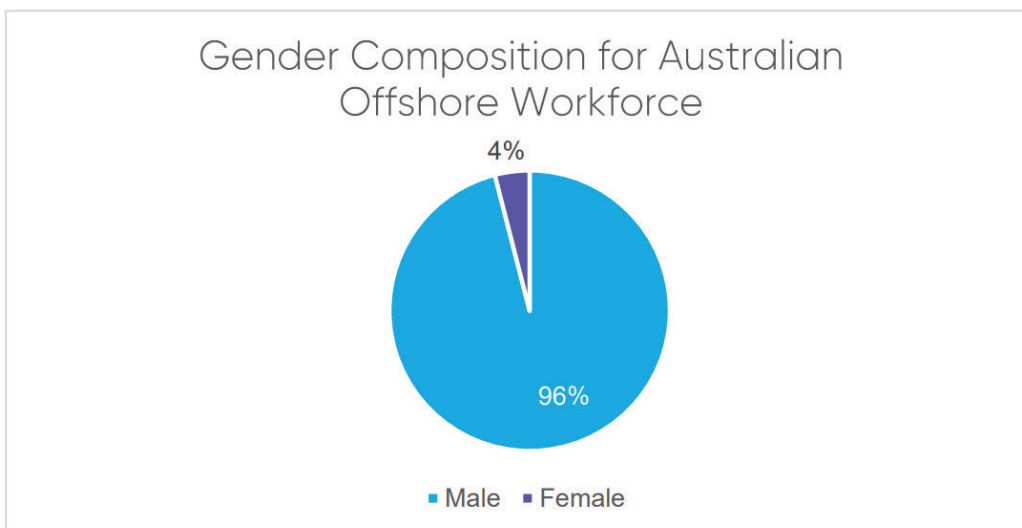
Workforce DATA



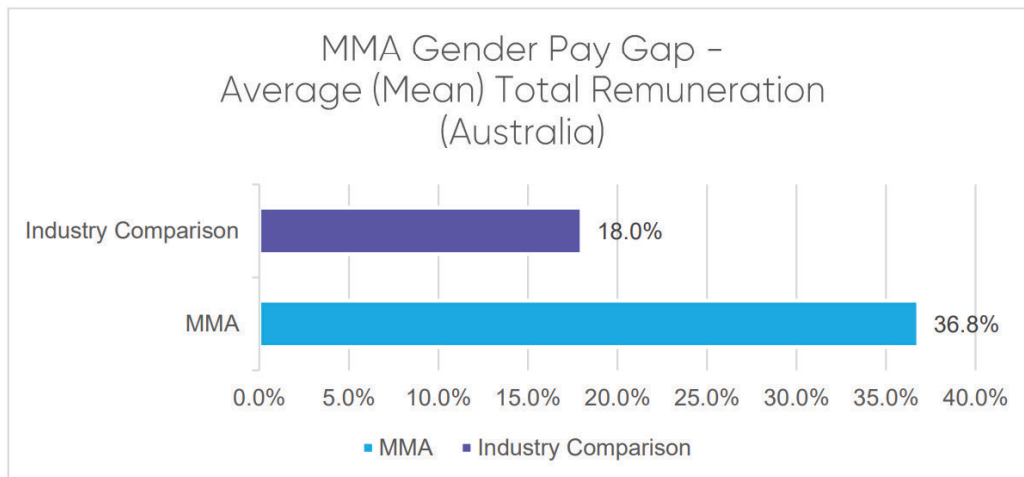
Graph 1



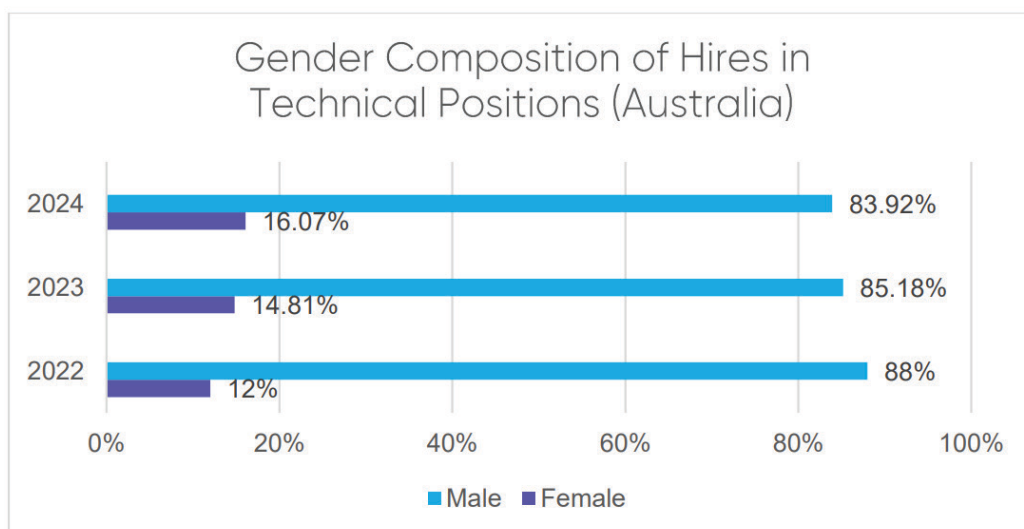
Graph 2



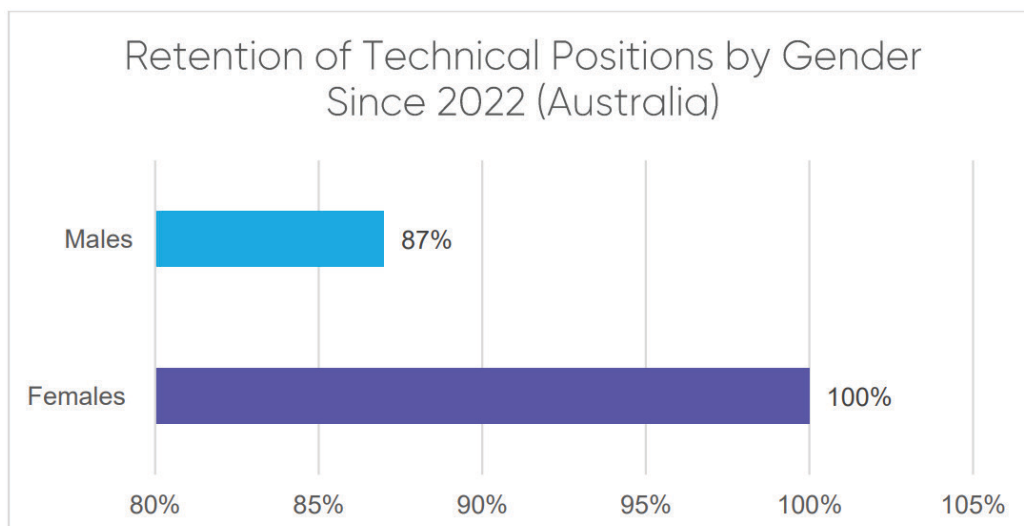
Graph 3



Graph 4



Graph 5



Graph 6

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