



PHILIP MORRIS

AUSTRALIA

Gender Pay Gap - Employer Statement

Philip Morris is committed to creating a work environment that harnesses the diversity of our collective talents and experiences. Equal pay for equal work is a baseline standard for equality. It is important for all employees to be paid equally for equal work regardless of gender.

At Philip Morris we believe in a diverse and inclusive workplace, where all voices are heard and valued. This helps to foster innovation, drives better decision-making and ultimately leads to our long-term success.

Workplace Gender Equality Agency

Data collected by the Australian Government's Workplace Gender Equality Agency (WGEA) demonstrates Philip Morris' leadership in this area. Gender Pay Gap (GPG) is the difference in average earnings between women and men in the workforce. The GPG median total remuneration is at -1.4% compared to the industry at 4.4%. A positive percentage indicates men are paid more on average than women in an organisation based on the measurement criteria. A negative percentage indicates women are paid more on average than men. In the 2022-23 financial year, median salaries for women at Philip Morris were 1.4% higher than their male counterparts.

Equal Salary Foundation Certification

Philip Morris' certification by the independent [Equal Salary Foundation](#) is a further demonstration of our commitment to diversity in the workplace. The Equal Salary Certification independently verifies whether organisations have policies and practices that ensure men and women are paid equally for equal work. The certification was awarded after all markets were subjected to an extensive evaluation process. The Equal Salary Foundation's auditor, PricewaterhouseCoopers (PWC), undertook a rigorous statistical analysis of employee salaries, interviewed management on their commitment to gender equality, conducted focus groups with employees, and reviewed internal Human Resources policies in place to mitigate risk of bias.

Bloomberg Gender-Equity Index 2023

Philip Morris has also been included for the third year in a row in the [Bloomberg 2023 Gender Equality Index](#) (GEI) recognising the company's commitment to advancing gender equity. We have been recognised for our progress in advancing gender equity and transparency in gender reporting. To be among the many companies who scored at or above the global threshold established by Bloomberg across the framework's five pillars (female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand) is a proud achievement for Philip Morris and its employees.

Continuing Progress

At Philip Morris, we see diversity as our greatest strength, and we are committed to building an inclusive culture and workplace to ensure a sustainably equitable environment where our employees can reach their full potential. Our approach is holistic, and includes development for our leaders, implementation of programs to support underrepresented groups, and fostering a culture of speaking up in order to continually fuel the dialogue on diversity, equity and inclusion and to create and maintain a work environment where everyone is seen, heard, and recognized.

Brett Taylor

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Managing Director

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