

Our Commitment to Gender Pay Equity



A statement from Julien Dehornoy, Chief Executive Officer, Keolis Downer

Keolis Downer is the largest private operator of multi-modal public transport services in Australia, employing over 5,300 people in 5 states. Keolis Downer has been committed to providing better employment outcomes for women and gender diverse people since our establishment in 2009. We know that by ensuring our workforce is as diverse as the communities that we serve we are able to provide better transport services to our passengers and the broader community.

In an industry that has been male dominated for decades, we have had a long-term commitment to increasing the participation of women and gender diverse people in our workforce and managerial positions, having more than doubled the percentage of women in our organisation since 2009. But we recognise that there is more to do and that gender equality is about more than just the number of women in our organisation.

We are committed to closing the gender pay gap to drive gender equality within our businesses and know that this will require sustained focus and long-term action.

Keolis Downer has been certified under the Gender Equality European and International Standard since 2016 recognising our commitment to implementing policies and initiatives across our workplaces which create an inclusive environment where all employees can thrive.

We welcome the insights from the 2023 WGEA gender pay reporting and acknowledge that there are a number of complex factors which influence our organisations pay gap which require specific actions.

To put this into perspective, across the Keolis Downer operating entities, where most of our workforce lies, the median total remuneration gap is 0% at Keolis Downer Gold Coast, 8.2% across our bus operations, and 10.9% at Yarra Trams.

We are drawing insights from these results to inform our strategy to close the gender pay gap. This strategy will include a focus on improving the gender composition of our workforces and governing bodies, ensuring our remuneration practices provide equal pay and providing equal access to workplace flexibility.

I am proud to lead an organisation which is committed to driving gender equality at all levels of our business and I am confident in our ability to continue to reduce our gender pay gap over time.