



YOUR
SMILE.
OUR
VISION.

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Gender Pay Gap Statement

At SDI Limited, our ambition for our workforce is to reflect SDI's Mission – *Innovating dentistry for better health*. By adopting the Mission statement, it reflects the clinical needs of our customers and their patients whom they serve with the goal of improving the health of a global community.

Equally, our SDI, Your Smile Our Vision, speaks to the goals we are committed to through fostering a world class product, an inclusive and equitable workplace where all employees are treated with fairness and respect. As part of our ongoing efforts to promote transparency and accountability, we are pleased to present our Gender Pay Gap Statement.

We recognise that gender equality is a fundamental human right and a key driver of social and economic progress. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all. Despite our dedication to creating an inclusive environment, we acknowledge that gender disparities persist, and we are committed to addressing and rectifying these imbalances.

Actions Taken and Future Initiatives:

SDI actively addresses gender pay gaps by concentrating on key results of SDI Limited's submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Census results.

The current year's data shows further progress towards closing the gender pay gap is required. For SDI to prioritise focus areas, we will continue our journey to:

1. Continue to foster gender diversity in leadership for the purpose of driving better company performance, productivity and profitability.
2. Focus on workforce composition by role where the concentration of one gender in lower-paid roles and the other in more senior and highly paid roles can increase gender pay gap; so, too can a gender imbalance in management.
3. Address gender composition of the governing body i.e. the SDI Board where a more balanced gender composition of a governing body has been shown to have positive effects on workplace gender equality outcomes.
4. Annually assess equal remuneration between the gender and address salaries where there are obvious inequities.

It is essential to emphasise that addressing the gender pay gap is an ongoing process that requires collaboration and commitment from all levels of the organisation and the Board.

At SDI Limited, we remain steadfast in our commitment to creating a workplace where everyone, regardless of gender, has equal opportunities for success and advancement.