



Pay Equity and Diversity Reporting

1. Introduction

The Musket Transport Ltd is committed to fostering an inclusive and equitable workplace. We recognize that pay equity and diversity are integral to creating an environment where all employees feel valued, respected, and supported in their personal and professional growth. As part of our commitment to transparency and accountability, we report regularly on both pay equity and diversity data.

2. Pay Equity Commitment

We are dedicated to ensuring that all employees are compensated fairly for their work, regardless of gender, race, or other demographic characteristics. Pay equity is a cornerstone of our diversity and inclusion strategy, and we actively assess and address any disparities to ensure equal pay for equal work.

To ensure ongoing compliance with pay equity standards:

- We conduct annual pay equity audits across all levels and departments.
- We compare compensation for similar roles and qualifications, adjusting for market trends and performance.
- We take corrective actions as needed to address any identified pay gaps.
- We benchmark our compensation practices against industry standards to remain competitive and equitable.

3. Diversity Reporting

We recognize the importance of diversity in creating an innovative and thriving workplace. Our diversity reporting provides insight into the representation of various groups within our workforce and helps guide our recruitment, retention, and employee development efforts.

The key areas of our diversity and inclusion reporting include:

- **Gender Diversity:** Representation of women and men across all levels of the organization, including leadership positions.
- **Ethnic and Racial Diversity:** Demographic breakdowns of employees from different racial and ethnic groups.
- **Disability and Veteran Status:** The representation of individuals with disabilities and veterans in our workforce.
- **Age Diversity:** The distribution of employees across different age groups, ensuring an inclusive environment for all generations.



4. Key Metrics and Reporting Frequency

Our diversity and pay equity data will be shared through our annual LEEP Report and other relevant publications. These reports will include:

- Pay equity analysis, including the pay gap analysis by gender, race, and other factors.
- Workforce diversity statistics across key categories.
- Goals and progress updates related to pay equity and diversity initiatives.
- The actions taken to address any identified disparities.

5. Actions and Goals

We set clear, measurable goals for improving both pay equity and diversity, which include:

- Reducing any identified pay gaps across gender, race, and other categories.
- Increasing diversity in senior leadership and decision-making roles.
- Implementing programs and policies to recruit, retain, and advance a more diverse workforce.
- Regularly assessing and improving our inclusivity training and initiatives.

6. Accountability and Continuous Improvement

We hold ourselves accountable for making continuous improvements in pay equity and diversity. To ensure this:

- We engage with independent third-party auditors to review our practices and policies.
- We gather feedback from employees through surveys and focus groups to assess the inclusivity of our culture.
- We provide training for managers and HR professionals to help them recognize and mitigate unconscious bias in pay decisions, hiring, promotions, and other personnel actions.

7. Conclusion

At The Musket Transport Ltd, we believe that a diverse and equitable workplace is not just a moral imperative, but a business advantage. We are committed to ensuring transparency and accountability in our efforts to close pay gaps and increase diversity. By regularly reporting on these critical issues, we will continue to make measurable progress toward our goals and foster an environment where every employee can thrive.