



4 March 2025

# A Statement From Network 10 On The Gender Pay Gap.

Network 10 is committed to fostering a diverse, equitable, and inclusive workplace, with a focus on addressing the gender pay gap. This gap measures the difference in earnings between women and men and is distinct from equal pay, which ensures employees are paid the same for equivalent work.

Our goal is to drive gender equality by promoting equal pay, eliminating gender-based discrimination, ensuring transparency, and enhancing business productivity.

Over the last few years, we have made significant progress in reducing the average gender pay gap, which has decreased from 13.1% in 2021-2022 to 9% in 2022-2023, and now stands at 5.4% in 2023-2024. In comparison, industry competitors have an average gender pay gap of 9.9%.

## Gender Representation by Level (as of February 2025):

- **Senior Leadership Team (SLT):** 33% women
- **Manager Level:** 52% women
- **Non-management Roles:** 50% women

This has a direct impact on the company's median base salary gender pay gap, which currently sits at 6.7%, an improvement from previous years, but still an area for further action.

## Our efforts to ensure equity include:

- Gender-neutral language in job advertisements and a gender-balanced interview panel.
- Salary benchmarking for all roles to eliminate gender bias.
- Increased focus on gender balance in recruitment and promotions.

*Paramount*



- Updated policies, including Purchased Leave, Pregnancy Loss Leave, and Domestic & Family Violence Leave, to prevent disadvantages for female employees.
- Updated **Flexibility at Work** policy to ensure fair and consistent handling of requests.
- External leadership programmes for female leaders to support development and inclusion.

#### **Diversity, Equity, and Inclusion (DEI) Highlights:**

- **Respect at Work** policy and mandatory training for all employees.
- In 2024, we participated in the **Diversity Council Australia's (DCA) Inclusive Employer Index survey** to better understand the experiences of our workforce. The survey results have given us valuable insights to help us continue improving in these areas:
  - 89.4% believe people are treated with respect regardless of their gender or background.
  - 87.6% feel their manager supports gender equality.
  - 84.6% say their leaders value diversity and inclusion.

We continually monitor internal pay equity through heatmapping to address any discrepancies and are committed to addressing and combatting unconscious and systemic biases.

While we are proud of the progress we have made, we recognise that achieving gender equality is an ongoing journey and remain committed to further action. Our focus is on creating a workplace where all employees are treated fairly and equitably.

*Paramount*