



A Statement From Network 10 On The Gender Pay Gap (2024–2025)

Network 10 remains committed to fostering a diverse, equitable, and inclusive workplace and continues to take meaningful action to address the gender pay gap.

The gender pay gap measures the difference in average earnings between women and men and is distinct from equal pay, which ensures employees performing the same or comparable work receive the same remuneration.

Over the last few years, Network 10 has made significant progress in reducing the gender pay gap, which has decreased from **13.1%** in 2021-2022 to **7.6%** in 2024-2025.

In comparison, industry competitors have a gender pay gap of **11.7%**.

This statement summarises Network 10's performance under the 2024–25 WGEA Gender Equality Reporting, using insights from the WGEA Industry Benchmark Report.

Gender Representation by Level (as at February 2025):

- Senior Leadership Team (SLT): **36%** women (up from 25% in the WGEA Report 2023-2024).
- Manager Level: **55%** women (up from 54% in the WGEA Report 2023-2024).
- Non-management Roles: **49%** women (up from 47% in the WGEA Report 2023-2024).

This contributes directly to the company's median base salary gender pay gap, which is currently **3.2%**, reflecting an improvement in previous years (**6.5%** in the WGEA Report 2023-2024). Industry competitors have a median base salary gender pay gap of 11.2%.

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.
- Updated policies, including paid parental leave with superannuation contributions.
- External leadership programs for female leaders to support development and inclusion.



While we are proud of the progress achieved, we recognise that gender equality is an ongoing journey. We remain committed to further action and to fostering a workplace where all employees are treated fairly and with equity. Network 10 will continue to drive improvement and use these insights to shape future initiatives.