

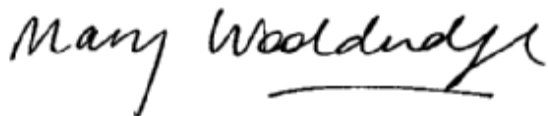
14 August 2023

## CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2022-23 reporting period:

1. Southern Cross Austereo Services Pty Ltd (ABN: 37158877484)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.



Mary Wooldridge  
Chief Executive Officer

# REPORTING OVERVIEW

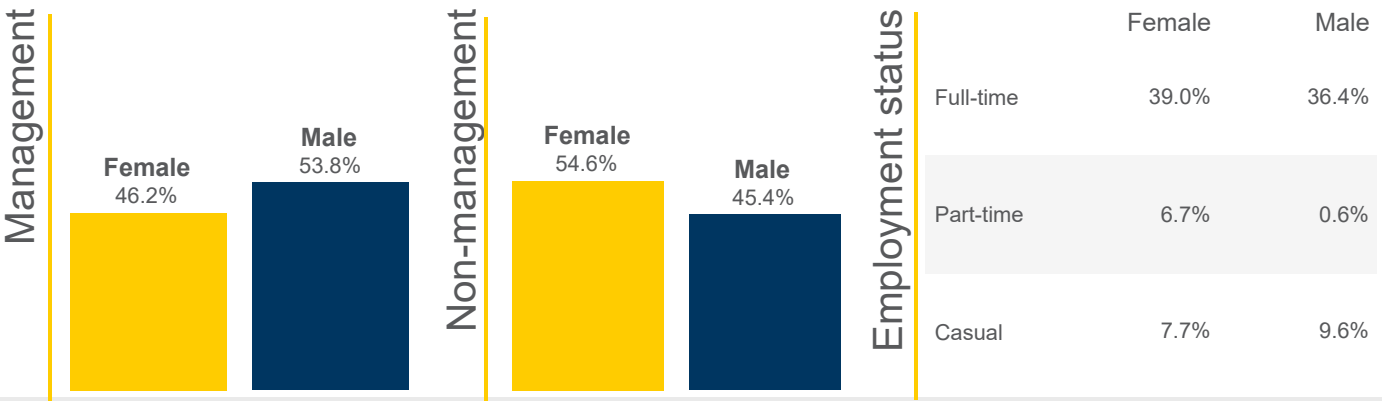
Southern Cross Austereo Services Pty Ltd 22-23  
2,498 employees

This Reporting Overview summarises your organisation's responses in the 2022 - 2023 Gender Equality Report, submitted in accordance with the Workplace Gender Equality Act 2012, against key areas where workplace gender inequality persists. The Gender Strategy Toolkit ([www.wgea.gov.au/tools/gender-strategy-toolkit](http://www.wgea.gov.au/tools/gender-strategy-toolkit)) provides comprehensive guidance to support organisations to take action on workplace gender equality.



## Workforce composition

Women are often underrepresented in leadership roles and overrepresented in lower-level roles.



## Employee growth\* and promotion by gender

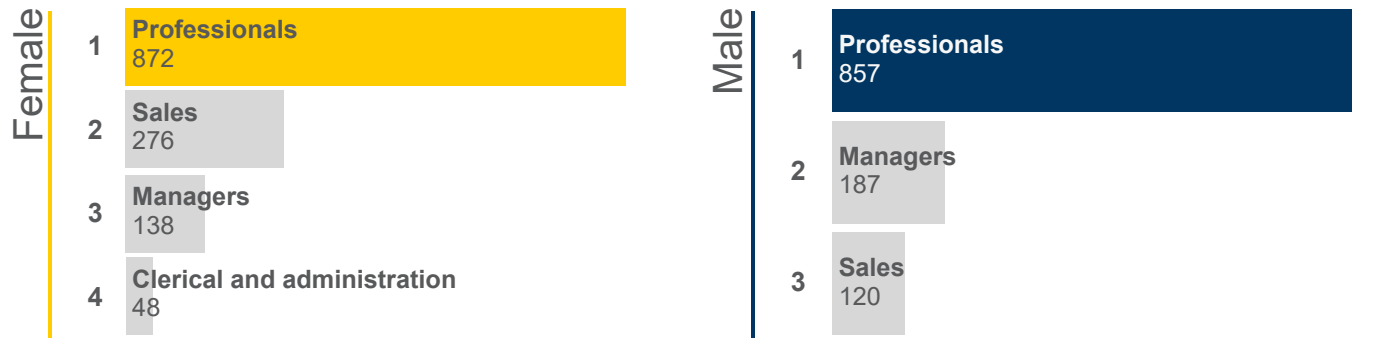


Southern Cross Austereo Services Pty Ltd 22-23 reported an overall growth in employee numbers for the reporting period.

Growth	Female managers	⬇️	-9	Male managers	⬇️	-5
	Female non-managers	⬆️	68	Male non-managers	⬆️	57
Promotion	Female managers		15	Male managers		20
	Female non-managers		58	Male non-managers		31



## Top occupations by gender



\*Employee growth equals external appointments minus resignations

# QUESTIONNAIRE OVERVIEW

Southern Cross Austereo Services Pty Ltd 22-23  
2,498 employees

This section summarises your organisation’s gender equality policies and practices. More than 80% of employers have policies and practices in recruitment, training and development and performance management, as primary areas where unconscious biases might occur.

## Gender equality

<b>Yes</b> formal policy and/or strategy in place to support gender equality overall	<b>Yes</b> formal policy or strategy in key performance indicators for managers relating to gender equality	<b>Yes</b> formal policy or strategy in recruitment	<b>Yes</b> formal policy or strategy in promotions
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## Gender pay equity

<b>Yes</b> specific pay equity objectives included in your formal policy and/or formal strategy	<b>Yes</b> formal policy and/or strategy on remuneration generally	<b>Yes</b> analysis of payroll to determine if there are any remuneration gaps between women and men
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## Employee support

<b>Yes</b> formal policy and/or strategy to support employees experiencing family or domestic violence	
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## Flexible work

<b>Yes</b> formal policy and/or strategy on flexible working arrangements	
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## Governing body

<b>Yes</b> governing body for this organisation	<b>Yes</b> formal selection policy and/or strategy for governing body members
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\* Some companies may not have a target for Board composition if the Board is currently gender balanced

# GENDER PAY GAP SUMMARY

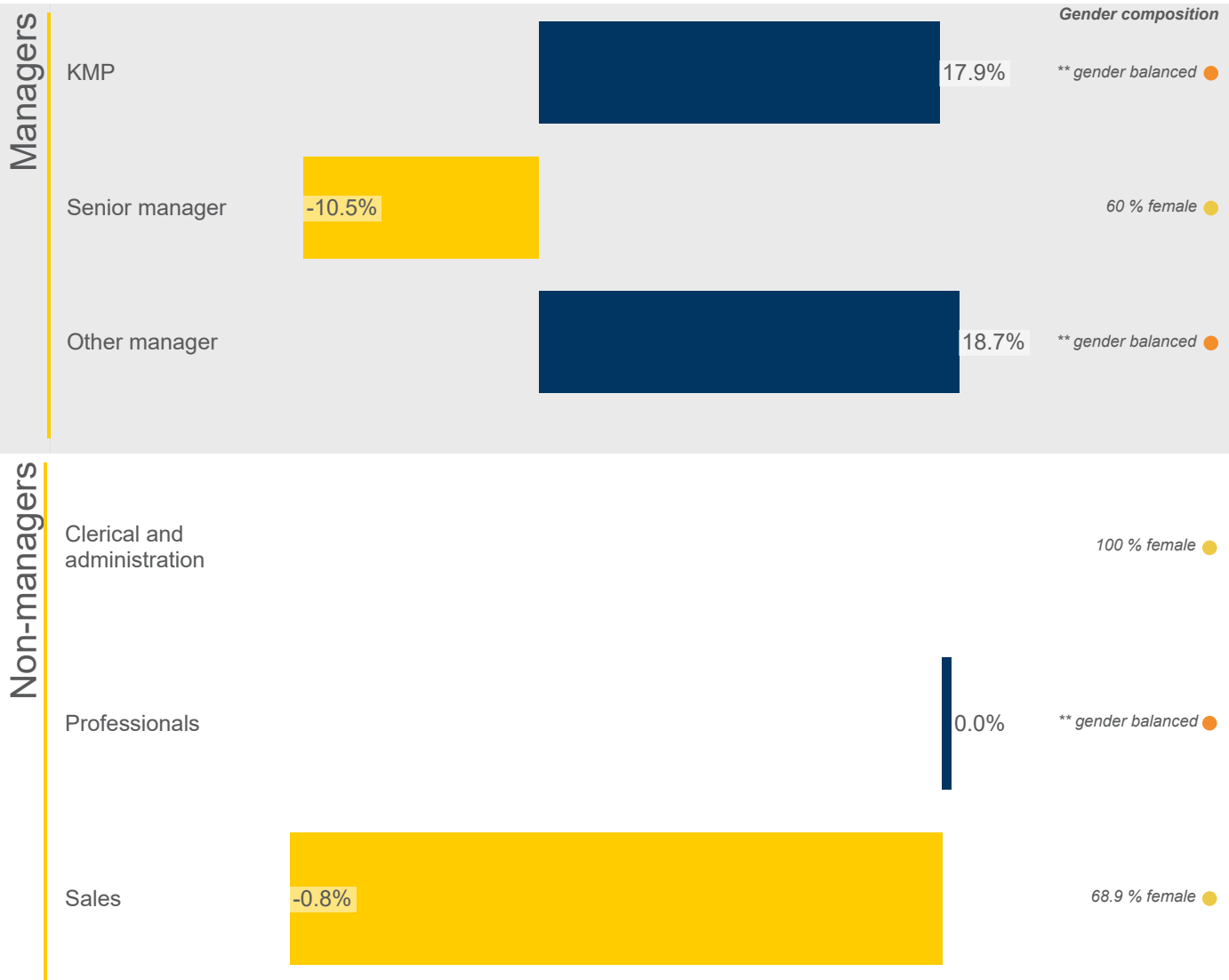
Southern Cross Austereo Services Pty Ltd 22-23  
2,498 employees

## Gender pay gap

The gender pay gap is a measure of how we value the contribution of men and women in the workforce. Men are twice as likely to be in the top earning bracket and women are 1.5 times more likely to be in the lowest.

Your gender pay gap\* is calculated using the salary and remuneration data you provided. Percentages greater than 0% represent a pay gap in favour of men. Tools are available to help you understand and take action on drivers of your organisation's gender pay gap at [www.wgea.gov.au/take-action](http://www.wgea.gov.au/take-action).

Organisation-wide gender pay gap for total remuneration: **10.4%\***.  
Pay gap favours men

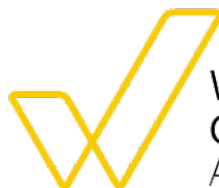


\* The gender pay gap excludes:  
• salary data submitted voluntarily for your CEO, Head of Business(es), and Overseas Managers.  
• employees who did not receive any payment during the reporting period  
• gender X, while the Workforces Gender Equality Agency establishes the baseline levels for this new data point.  
For more information, visit <https://www.wgea.gov.au/the-gender-pay-gap>

\*\* Gender balanced occupational groups is when no gender exceeds 60% of the headcount for the occupational group



Australian Government



Workplace  
Gender Equality  
Agency



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Southern Cross Media Group Limited 91116024536

Southern Cross Austereo Services Pty Ltd 37158877484

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy; Strategy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy; Strategy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

In April 2022 SCA became a signatory to the 40:40 Vision, strengthening the commitment to achieve gender balance (40:40:20) in Executive Leadership by 2030. The Governing body also has gender targets of 40:40 representation by 2027.

## Governing Bodies

**Organisation:** Southern Cross Media Group Limited

**1.Name of the governing body:** Southern Cross Austereo

**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	3	0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Strategy

**6. Target set to increase the representation of women: Yes**

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2023-12-31

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Southern Cross Austereo Services Pty Ltd

**1. Name of the governing body:** Southern Cross Austereo

**2. Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

Chair	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	2	3	0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Strategy

**6. Target set to increase the representation of women: Yes**

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2023-12-31

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes



Selected value: Policy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

# #Action on gender equality

## Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy; Strategy

- 1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

## Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes

- 1.1 When was the most recent gender remuneration gap analysis undertaken?

More than 2 years ago but less than 4 years ago

- 1.2 Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Identified cause/s of the gaps; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Implemented other changes (provide details):

**Other:** Address pay gaps via annual pay reviews

### 1.3 What type of gender remuneration gap analysis has been undertaken?

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

1.1 How did you consult employees?

Exit interviews; Survey; Performance discussions; Other

**Other:** Formalised training programs

1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

Currently under development

**Estimated Completion Date:** 2023-06-27

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Yes

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

## Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

No

Not aware of the need

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Not aware of the need

Date Created: 19-05-2023

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

Yes

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

Yes

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes

**Targets have been set for men's engagement in flexible work**

No

Not aware of the need

**Team-based training is provided throughout the organisation**

Yes

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Compressed working weeks:** No

Insufficient resources/expertise; Other

**Other:** 24/7 business

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** Yes

SAME options for women and men Formal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

# #Employee Support

## Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave using the primary/secondary carer definition

1. **If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

# Support for carers

1. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**  
Yes  
Policy
2. **Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**
  - 2.1. **Employer subsidised childcare**  
No  
Insufficient resources/expertise
  - 2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**  
No  
Insufficient resources/expertise
  - 2.3. **Breastfeeding facilities**  
Yes  
Available at SOME worksites
  - 2.4. **Childcare referral services**  
No  
Insufficient resources/expertise
  - 2.5. **Coaching for employees on returning to work from parental leave**  
No  
Insufficient resources/expertise
  - 2.6. **Targeted communication mechanisms (e.g. intranet/forums)**  
Yes  
Available at ALL worksites
  - 2.7. **Internal support networks for parents**  
No  
Insufficient resources/expertise
  - 2.8. **Information packs for new parents and/or those with elder care responsibilities**  
No  
Not aware of the need
  - 2.9. **Parenting workshops targeting fathers**  
No  
Insufficient resources/expertise
  - 2.10. **Parenting workshops targeting mothers**  
No  
Insufficient resources/expertise

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at SOME worksites

**2.12. Support in securing school holiday care**

No

Insufficient resources/expertise

**2.13. On-site childcare**

No

Insufficient resources/expertise

**2.14. Other details: No**

- 3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

## **Sexual harassment, harassment on the grounds of sex or discrimination**

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

- 2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

All Non-Managers

Yes

Voluntary question: All Non-Managers

- 9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

# Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

No

Insufficient resources/expertise

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Insufficient resources/expertise

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location



Yes

**Access to medical services (e.g. doctor or nurse)**

No

Insufficient resources/expertise

**Training of key personnel**

No

Insufficient resources/expertise

**Referral of employees to appropriate domestic violence support services for expert advice**

No

Insufficient resources/expertise

**Workplace safety planning**

No

Insufficient resources/expertise

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

No

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

Date Created: 19-05-2023

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Provide Details:** No

2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below