



Gender Pay Gap Employer Statement

February 2024

Our commitment to gender equality and equity at work

CAR Group Limited, ("CAR Group") is committed to achieving gender equality and addressing any gender imbalances that may exist across the Group. Our culture of inclusion and belonging brings together different experiences, abilities, beliefs, and perspectives - and we celebrate all the diverse qualities of our team including, but not limited to, gender.

In 2023, we were ranked #24 in the top 100 companies globally for gender equality by Equileap, a leading provider of gender equality data and insights. Further to this, we hold several certifications that are testament to our efforts to promote gender equality, recognising that our policies, practices, leadership, and culture support diversity, equity, and inclusion. These include being a:

- Workplace Gender Equality Agency Employer of Choice for nine consecutive years;
- Certified Great Place to Work® for seven consecutive years;
- Best Practice Breastfeeding Friendly Workplace with the Australian Breastfeeding Association since 2016;
- Family Inclusive Workplace™ through the Family Friendly Workplaces™ program since 2021; and a
- Member of the Welcome Here project, which is a way for people to recognise that we are inclusive and welcoming of the LGBTIQ+ community.

Our gender pay gap

	CAR Group	Industry comparison*	Our positioning to industry
Total remuneration - average (mean)	8.4%	14.6%	↓ 6.2%
Total remuneration - median	9.7%	13.3%	↓ 3.6%
Base salary - average (mean)	6.2%	12.7%	↓ 6.5%
Base salary - median	13.1%	10.7%	↑ 2.4%

*CAR Group's industry comparison group is 6940 - Advertising Services; Employee range: 500-999.

Although WGEA is only publishing median gender pay gaps, we have decided to also include our mean gender pay gap to provide additional transparency and a clearer picture of our figures.

Our average total remuneration pay gap of 8.4% is below WGEA's average national pay gap of 21.7% as well as the private sector (15.7%) and our comparative industry benchmark (14.6%). Whilst achieving a pay gap below several of the industry benchmarks is a good outcome and we



are proud of the work we are doing, we know there is more for us to do in this space, especially on median base salary where we do have a gap to industry.

To calculate the median gender pay gap, you take the value in the middle of the female data set and compare it to the value in the middle of the male data set. This means that typically the broader the data set, the greater the impact on the median, thus highlighting gender representation gaps in an organisation. We know that our median pay gap is impacted by our workforce composition of 35% female to 65% male representation, and this is why we remain so focused on improving gender representation in our business and our industry.

We recognise there is a significant gender imbalance in science, technology, engineering, and mathematics (STEM) in Australia, with females notably underrepresented in STEM education and careers. As a technology business, a large proportion of our roles are digital in nature (e.g. technology, data, product, design), so we are acutely aware of the gender challenges that our industry faces and a key focus of our diversity, equity and inclusion strategy includes supporting initiatives they are aimed at addressing the root cause of this at a community level.

Actions and strategies to close our gender pay gap

We remain committed to reducing our gender pay gap. We have a robust reward strategy, which is centred around the principles of fairness, consistency and pay for performance, regardless of gender. This includes a position-based benchmarking approach for new roles and internal changes, an annual gender pay gap review and proactive remedies where issues are identified.

For many years, we have been implementing a range of policies, processes and initiatives that address many of the drivers of gender pay gaps and aim to increase the representation of females in our business. Some of these include:

- Provision of a fully flexible workplace in Australia and New Zealand.
- Offering a range of flexible leave options including 22 weeks paid parental leave for primary caregivers; paid 'leave up your sleeve' provisions for primary caregivers returning to work following parental leave; purchased leave; family and fertility planning leave; elder and disability care leave – as well as flexibility in how hours are worked (part-time, compressed working weeks, job sharing etc).
- Removing as much potential bias from our recruitment process as possible by analysing job advertisements to ensure the wording used is gender neutral; advertising all open positions to ensure equal access to opportunities; maintaining gender quotas for recruitment shortlists; ensuring that there is diversity among those involved in interview processes; and providing mandatory unconscious bias training to all people managers.
- Monitoring and reviewing participation in initiatives such as parental leave, flexible working, learning and development programs, reviewing employee feedback mechanisms by gender, and regularly conducting gender pay gap analyses.
- Providing our female team members with a range of networking and career development opportunities to help retain and prepare them to take on more senior roles within the business.



- Partnering with a number of community-based initiatives that are focused on promoting STEM careers to school aged children and young adults – including CS in Schools, Go Girl Go For IT and the Monash University IT Faculty. We also offer a scholarship through Swinburne University of Technology to financially support the studies of female students undertaking a degree in Computer Science and Information Technology.

We are proud of the work that we have done to make our business one that people of all genders want to work for, and focusing on our gender pay gap will continue to be a priority for our business.