

Gender Pay Gap Employer Statement

Clemenger Group is Australasia's leading marketing communications network, comprising 23 individual companies across multiple disciplines in both Australia and New Zealand. With origins going back over 75 years, our purpose is to continually grow and develop our people, operating businesses and reputation through the power of creativity and original thinking, integrity and entrepreneurship.

As a company with an unwavering commitment to being the most diverse, progressive and thoughtful company in our industry, we believe trust and credibility among our people is only built when diversity, equity and inclusion lives within everything that we do.

WGEA has calculated Clemenger Group's gender pay gap as 20.1 per cent, from 1 April 2022 to 31 March 2023. This is an improvement of 7.7 per cent from the 2021-2022 reporting period, and better than both the national average and average calculated by WGEA for organisations categorised in the 'Advertising Services' industry.

Our median score for the 2022-2023 reporting period was calculated by WGEA as 0.7 per cent, which is 32.6 per cent better than our industry's average. The median is calculated after sorting everyone's salaries from smallest to largest, and then measuring the difference between the midpoint of men's salaries and women's salaries.

While we are pleased to have performed better than the national gender pay gap average, our ambition is to further narrow the gender pay gap and make Clemenger Group the best destination for bright and talented women to foster successful careers in our industry.

Various factors are said to contribute to our country's gender pay gap, but research has found that about 30 per cent is due to 'gender concentrations' in certain industries and occupations. In our case – and that of our industry – senior leadership and creative roles have traditionally been male-dominated, while our junior and casual workforce has been predominantly female. This must change.

Measuring and tracking our progress in our gender pay gap is just one aspect of our diversity, equity and inclusion strategy. Other gender initiatives include enhancements to our parental leave policies, alongside new resources to help returning parents and continual education for leaders and managers about flexible working models. We have also invested in female leadership development, including the appointment of several females to Clemenger Group's board in the past 18 months.

In 2024, we will refresh our Mentoring Program and prioritise female talent by ensuring all mentors from our Executive Management Team are matched with emerging female leaders. Our individual companies will continue to identify future female leadership talent and create tailored development pathways for each individual.

We will also seek to welcome more female talent through our graduate programs and internships available across our companies.

These initiatives – and many others – will help fulfill our commitment to be an inclusive and supportive environment, which reflects the diverse people, businesses and capabilities that make up Clemenger Group.