

Gender Pay Gap Employer Statement

Clemenger Group is Australasia's leading marketing communications network, comprising 20 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 **16.8 per cent**, from 1 April 2023 to 31 March 2024. This is an improvement of 3.3 per cent from the 2022-2023 reporting period and 11 per cent since the 2021-2022 reporting period.

Our median score for the 2023-2024 reporting period was calculated by WGEA as **0.1 per cent**. 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 and continue to improve year on year, 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 of employers operate in male-dominated industries and occupations. In our senior leadership, roles across all disciplines including creative roles have traditionally been male dominated, while our junior and casual workforce has been predominantly female. This is changing – and must continue to 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 our industry-leading parental leave policies, interactive resources to help returning parents, and ongoing education for leaders and managers about flexible working models.

We have also invested in female leadership development, with women comprising half of our Clemenger University cohort (our flagship week-long intensive leadership program at Melbourne Business School). Half of Clemenger Group's Australian-based board members are female.

Over the past 12 months, we have refreshed our Mentoring Program and prioritise female talent with around 80% of the mentors from our Executive Management Team matched with emerging female leaders. In 2024, 75 per cent of our mentees were women.

We also seek to welcome more female talent through our graduate programs and internships available across our companies. This year, all graduates in our Clemenger Consulting Graduate Program are female.

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.