



## **WEGA Gender Pay Gap – Employer Statement: February 2024**

### **ARN Media Limited and its related entities**

This statement is for ARN Media Limited (ABN 95 008 637 643) and its related entities (together ‘ARN’ or ‘the Group’).

ARN is active in creating an inclusive workplace, as recognised in the Diversity Council of Australia’s 2023 Inclusive Employer Index.

ARN is also committed to the continuous development of a diverse, inclusive, equitable and constructive culture – where all people have access to broadly equal opportunities and outcomes.

Over the past three years ARN has made progress in reducing instances of gender pay gaps by implementing a robust, companywide remuneration framework, reviewing employee pay within this framework, and ensuring no gender-based pay inequity exists.

Pleasingly, in this period, female representation on the ARN Media Board has increased, however, we recognise we continue to have lower female composition in key management personnel and senior leadership roles which drives a gender pay gap.

To address this, we have leveraged data from the Diversity Council of Australia’s Inclusive Employer Index to gather insights into specific gender equity opportunities at ARN. We have established a Gender Equality Working Group including members of the Executive Leadership Team and in 2024, the Working Group will define our strategy and detail an action plan to continue to improve gender balance as part of our overarching commitment to ensuring ARN is a diverse, inclusive and equitable employer.