



Here at Nine we are committed to championing equal opportunity, ultimately ensuring we deliver on our Purpose: Shaping culture by sparking conversations, challenging perspectives, and entertaining our communities while bringing people together by celebrating the big occasions and connecting the everyday moments. Australia belongs here at Nine, and the composition of our workforce is a key indicator of our progress towards this goal.

Our gender pay gap is primarily structural, with lower representation of females in senior positions in the business. In our middle to lower quartile roles we have larger female representation. Our goal is to improve representation at all levels and reduce the structural pay gap. Nine has committed over time to increase this representation and has seen improvement in the median remuneration gap, from 14% in 2020 to 10.1% in 2023.

Whilst we acknowledge there is still work to be done, Nine is committed to equal opportunity and equal treatment for all employees. We strongly believe in equal pay for equal work, and will continue to push to reduce any pay equity disparity. We have instituted a number of initiatives aimed at closing this gap in recent years and continue to focus on this activity.

- Nine has implemented Mercer IPE, a salary classification structure based on job-size to determine appropriate salary ranges for roles regardless of gender.
- We conducted a like-for-like gender pay equity review in 2022 for non-Award covered employees. These results align to the WGEA outcomes, indicating that representation is the key driver of any pay gaps. We will conduct another gender pay equity review in 2024 and will continue to closely monitor to help the organisation improve.
- Gender is a key consideration in the build and execution of our talent and succession planning processes, ensuring that female representation is tracked within these critical roles for the organisation.
- Our Leadership program has launched with a key focus on inclusive leadership.
- We have had strong investment into our Talent Acquisition team to ensure a high standard of diverse talent attraction to the organisation.
- In 2022 we launched our organisation-wide Gender Equity Employee Resource Group (ERG), in line with other Nine Communities, who have been instrumental in reviewing existing policies with an intersectional lens while supporting and engaging our employees with career-focussed workshops, knowledge sharing, networking activities and events across the organisation.
- Nine provides training and development to managers on unconscious bias through recruitment processes.
- We have sought advisory from external third parties on updates required across the Respect@Work legislation changes.

We look forward to seeing the impacts of these activities and further projects in years to come, working to better our position on the gender pay gap in future years.