

WGEA employer statement – Metro Trains

Metro recognises the value of an inclusive workforce because diverse teams drive innovation, improve decision-making and reflect the communities we serve.

We strive to achieve equal opportunities and outcomes for our women and men, to create a more equitable workplace that empowers individuals, challenges biases and ensures that everyone has an equal opportunity to thrive and contribute to our shared success. This can be seen in:

- Our Workplace Gender Equality Agency ('WGEA') Compliance Certificate
- Our WORK180 endorsement - Metro has been assessed against set workplace standards for diversity and inclusion, and has been endorsed as an employer of choice for women.

To us, being an endorsed employer means that we are continuously challenging our behaviours and policies for best practice and 'next practice' to build and maintain a diverse workforce and a place for all to thrive.

One important aspect of achieving workplace gender equality, and one that is reported to WGEA, is gender pay gap. This shows the difference between the average and median pay of women and men across organisations, industries and the workforce. According to the analysis conducted by WGEA, our gender pay gap is 16.9% - lower than the industry benchmark of 19.3%.

We recognise we have more work to do to close the gap entirely. It is important to reiterate that we don't pay people differently based on gender.

We are working towards setting a formal Gender Equality Action Plan (GEAP) that supports gender equality overall and involves our people in its development. We continue to aim to increase the representation of women in executive and senior leadership roles.

We acknowledge that overcoming barriers standing in the way of a more balanced workplace will take time and persistence and requires cultural change. Metro is committed to fostering a culture of inclusion, fairness and excellence and is continuing to work towards a gender parity workforce.