

WGEA employer statement 2026

Gender equality is fundamental to Metro's commitment to building an inclusive, high-performing workforce that reflects the communities we serve.

We are committed to creating a workplace where people of all genders have equitable access to opportunities and outcomes. This means empowering our people, actively challenging bias, and removing barriers so everyone can contribute to our shared success.

Our progress is demonstrated through:

- WGEA Compliance Certification, confirming our adherence to national gender equality reporting standards.
- WORK180 Endorsement, recognising Metro as an employer of choice for women based on rigorous diversity and inclusion criteria.
- Signing the Australian Rail Association Gender Equity Charter, affirming our commitment to industry-wide action on gender equality.
- Shortlisted as a finalist for the WORK180 Equitable Workplace Awards – Most progress made in 2025.

These recognitions reflect the steps we are taking to strengthen our policies, practices and culture, while also reinforcing that gender equality is an ongoing journey.

A key measure of workplace gender equality, and a requirement of WGEA reporting, is the gender pay gap. The gender pay gap measures the difference between the average earnings of women and men; it does not indicate unequal pay for equal work. Rather, it reflects broader workforce patterns such as representation across roles and levels.

Metro's current gender pay gap is 16.6%. We have seen a year-on-year improvement and while we are proud of our progress, we acknowledge there is more work to do.

We are working with employees across the organisation to develop a formal Gender Equality Action Plan. This plan will guide our long-term efforts to further reduce the gender pay gap with a strong focus on increasing the representation of women in both leadership and operational roles, and addressing the cultural and structural barriers that contribute to imbalance.

Achieving gender equality requires sustained commitment, accountability and cultural change. We remain focused on building a workplace that is inclusive, fair and equitable and to continuing our progress towards a gender balanced workforce.