

COX AUTOMOTIVE AUSTRALIA

# GENDER PAY GAP

EMPLOYER STATEMENT

WGEA REPORT SNAPSHOT

DATE: 31<sup>st</sup> March 2024

EMPLOYEE SIZE:

500 TO 999

AT COX AUTOMOTIVE AUSTRALIA WE DO THE RIGHT THING. ALWAYS.

“We are committed to fostering an inclusive and equitable workplace where all employees are treated fairly and with respect, regardless of gender, ethnicity and background. We recognise that achieving gender pay equity is crucial not only for the well-being of our employees but also for the overall success and sustainability of our organisation.

We remain dedicated to attracting female talent and supporting and advancing women in leadership roles.

We do acknowledge that change of this nature takes time, and we aim to close our gender pay gap, strengthen our position within the industry and be an advocate of Inclusion, Diversity and Equity in Australia.”

**Silvia Balovcikova, HR Director**

I confirm the gender pay gap data and narrative contained in this report is accurate.

# WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference in average earnings between women and men. This is different to equal pay, which ensures women and men receive the same pay for the same role.

The Median Pay Gap is the number that falls into the middle when everyone’s wages are lined up from smallest to largest. The median gender pay gap is calculated based on the difference between the middle team member in the range for males and the middle team member in the range for females.

The gender pay gap is always calculated in the following way:

$$\text{Gender Pay Gap} = \left( \frac{\text{Average men remuneration} - \text{Average women remuneration}}{\text{Average men remuneration}} \right) \times 100$$

## Our Average Total Remuneration Gender Pay Gap is **28.3%**

A positive percentage indicates men are paid more on average than women in your organisation. A negative percentage indicates women are paid more on average than men.

All employees	2021-22	2022-23	2023-24
Average (mean) total remuneration	19.0%	14.9%	28.3%
Median total remuneration	18.3%	12.4%	23.8%
Average (mean) base salary	17.5%	15.0%	17.7%
Median base salary	16.8%	12.4%	17.2%

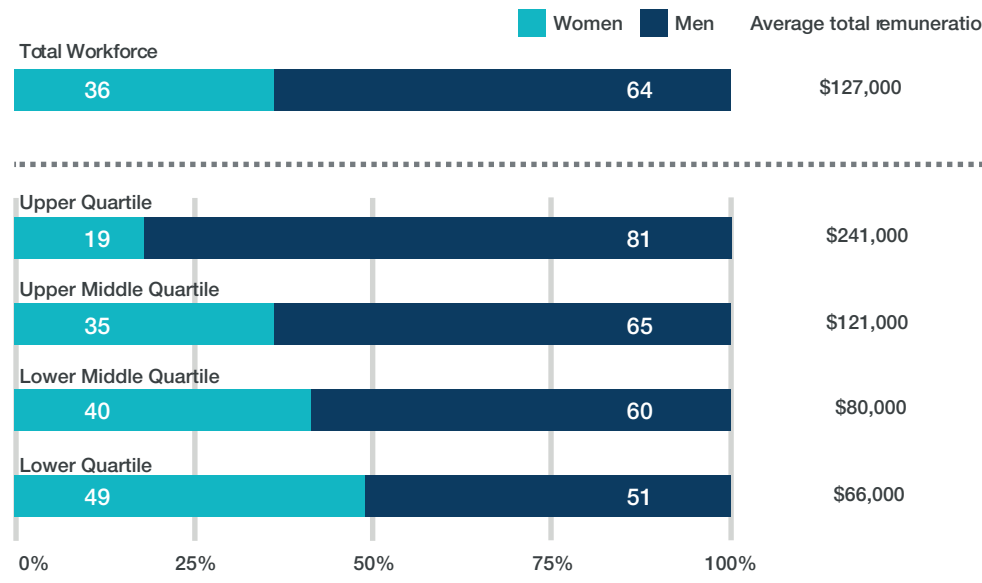
- Note: Shaded numbers represent the Gender Pay Gaps that will be published, along with the gender composition and average total remuneration by pay quartile chart below.
- Part-time/casuals/part-year employees are annualised to full-time equivalent. Employees who did not receive any payment during the reporting period are excluded.
- The gender pay gap calculation does not include voluntary data submitted for overseas reporting managers (OSM). For reporting periods prior to 2023-24, the calculation also excludes salaries for CEOs, Heads of Business (HOB), and casually employed managers.
- Employees identified as non-binary are not included while the Agency establishes the baseline level for this new information.

# WHAT IS GENDER COMPOSITION OF THE WORKFORCE?

Gender composition measures the participation rates of women, men and non-binary employees in the workforce. This includes rates of full-time, part-time and casual work, gender split by industry and the proportion of each gender in leadership as well as the rates of resignations, promotions and appointments by gender.

## GENDER COMPOSITION BY PAY QUARTILE

The chart below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.



Note:

- Total remuneration for part-time/casuals/part-year employees is converted to annualised, full-time equivalent amounts. The gender composition and average total remuneration calculations do not include voluntary data submitted for overseas reporting managers (OSM).
- The average total remuneration is rounded to the nearest \$1,000.

## KEY POINTS:

- While our latest reported WGEA average total remuneration gender pay gap has increased, the report has not diminished the **SUBSTANTIAL PROGRESS** we have achieved in **CLOSING the ACTUAL GENDER PAY GAPS** within our organisation
- **WE ACKNOWLEDGE** that there is a long road ahead of us, and **WE REMAIN COMMITTED** to further progress and accelerating change for our team members and industry
- Overall, our gender pay gap continues to be driven by **OUR WORKFORCE COMPOSITION** which is dominated by males given the nature of the industry we operate in