



## **Seven West Media Diversity, Equity & Inclusion Policy**

### **Introduction**

Seven West Media (SWM) recognises the benefits of an inclusive and respectful workplace culture that draws on the experiences and perspectives of all employees, contractors and Directors. Diversity, equity and inclusion at SWM focusses on gender, age, individual differences, heritage and cultural background.

### **Commitments**

In working towards achieving a diverse, equitable and inclusive environment, SWM supports the following initiatives:

#### Flexible Work Practices

Development, on a case by case basis, of flexible work practices that assist employees to balance work with family, carer or other responsibilities.

#### Career Development and Performance

Decisions regarding employment and remuneration are based on merit, ability, performance and potential. SWM strives to make these decisions in a transparent and fair manner that excludes any conscious or unconscious biases that might discriminate against certain candidates. Internal placements are recruited through the assessment of individual merit, skills and experience.

#### Talent and Succession Planning

Talent and succession planning continue to be critical components of annual reviews at an executive and senior executive level. This planning allows SWM to plan for the succession of critical positions and to ensure critical talent in the business are identified and the required development opportunities are outlined.

#### Diversity, Equity and Inclusion

Initiatives that aim to achieve an overall gender balance and inclusion within the workforce and the promotion of role-based gender pay equity in like-for-like roles.

Diversity, equity and inclusion criteria will be considered in the context of talent and succession planning processes.

### **Diversity, Equity & Inclusion**

#### Measurable Objectives

In accordance with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, the Remuneration and Nomination Committee, under delegation from the Board, will set measurable objectives for achieving gender diversity and, on an annual basis, assess both the objectives and SWM's progress in achieving them.

SWM's Annual Report will include:

- a summary of SWM's progress towards achieving the measurable objectives set under this Policy for the year to which the Annual Report relates; and

- details of the measurable objectives set under this Policy for the subsequent financial year.

#### Gender Representation Review

Each year, the Remuneration and Nomination Committee will review the proportion of men and women on the Board, in senior executive positions and across the whole organisation. The Remuneration & Nomination Committee will submit a report to the Board outlining its findings (including how “senior executive” has been defined for this purpose).

SWM will disclose in its Annual Report the information referred to above (i.e., the proportion of males and females on the Board, in senior executive positions and across the whole organisation) or, if applicable, SWM’s most recent “Gender Equality Indicators” as defined by the *Workplace Gender Equality Act 2012* (Cth).

#### **Policy Accountability**

The Chief People and Culture Officer and the Managing Director and Chief Executive Officer are accountable for the administration of this Policy including reporting to the SWM Remuneration and Nomination Committee on a periodic basis.

Initial approval and any amendments to this Policy is the responsibility of the SWM Remuneration and Nomination Committee.

Last Updated: July 2023