



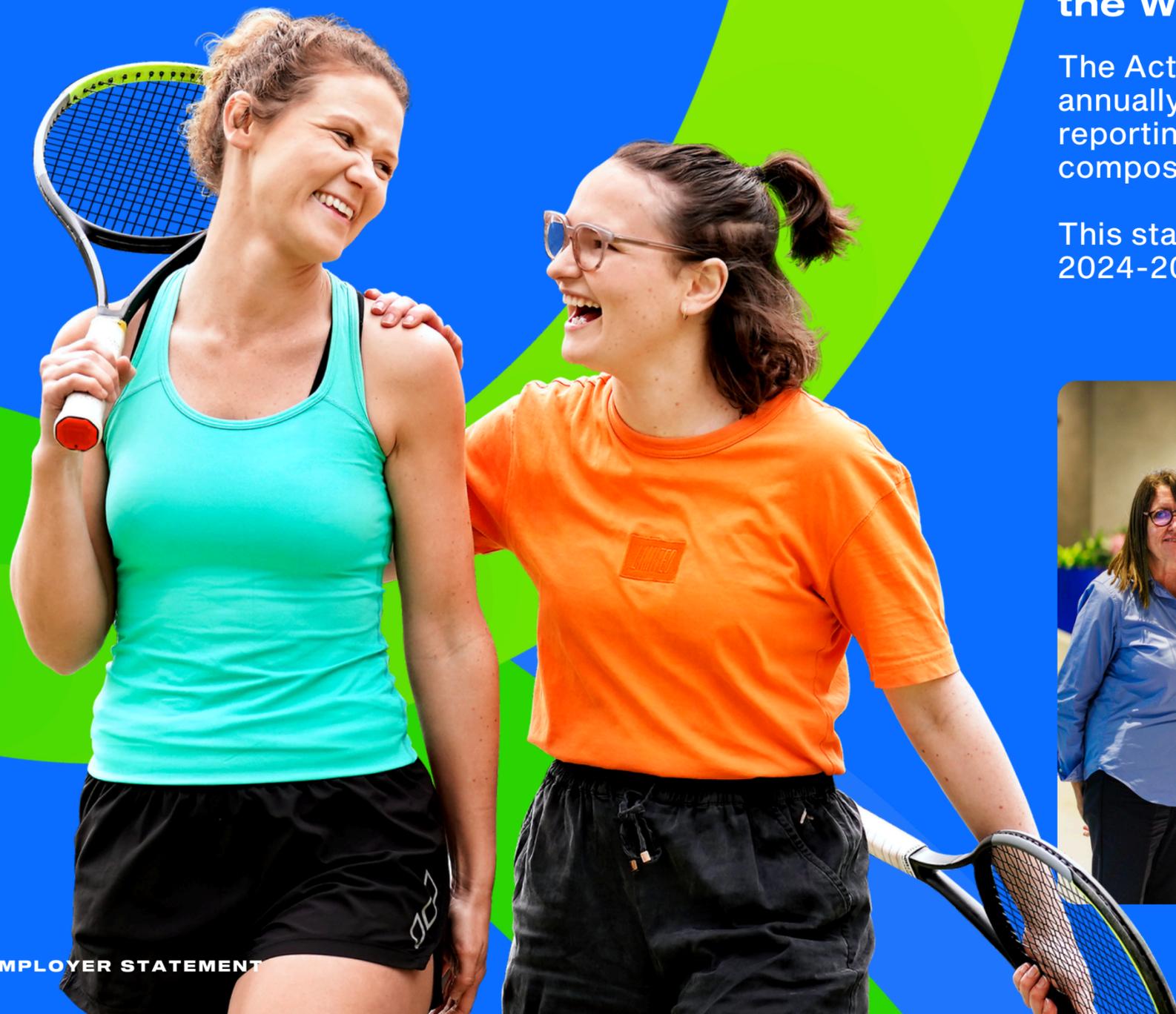
tennis

WGEA Gender Pay gap

2024-2025 EMPLOYER STATEMENT



Introduction



WGEA (Workplace Gender Equality Agency) is a Commonwealth government agency established by the Workplace Gender Equality Act 2012.

The Act requires employers with 100 or more employees to report annually against six gender equality indicators. From 2025, WGEA is reporting on average (or mean) pay gaps, median pay gaps, gender composition and average total remuneration by pay quartile.

This statement summarises Tennis Australia's Gender Pay Gap data for 2024-2025 and highlights the actions we are taking to close the gap.



Commitment *statement*

“Equality, inclusion and diversity guide how we work and how we show up at Tennis. Tennis is one of the rare global sports where men and women share the same stage, receive equal prize money at the Australian Open and enjoy equal visibility, something we’re proud of, but also a reminder that progress must continue.

We’re focused on building a workplace where everyone is valued, supported and rewarded fairly. Addressing the gender pay gap is a key priority, and we’re taking practical steps toward gender pay equity across our organisation.

Guided by WGEA’s six equality indicators, our aim is simple: a workplace where every team member can succeed, and a standard of equity that sets a positive example for the broader sports community.”

Craig Tiley
Tennis Australia CEO



Commentary



In March 2025, the Australian Government introduced reforms to the Workplace Gender Equality Act 2012, requiring organisations with 500 or more employees to select and report against three gender equality targets.

These targets must be chosen during the 2025–26 reporting cycle and submitted to WGEA.

In line with these requirements, Tennis has reviewed our current workforce data from the 2024–25 WGEA report and identified three priority targets.

These focus on areas where we can make meaningful progress in promoting gender equality and reducing the gender pay gap across our organisation.

Our selected WGEA targets are:

1. Increase the representation of women in managerial roles overall.
2. Increase the representation of women in the upper pay quartile.
3. Enhance facilities and support for employees with carer responsibilities.

Our progress

Positive actions taken in 2025 include:

PROGRAMS



Gender Equity Allyship program

Six online sessions over five months, building awareness of gender bias and equipping allies with practical skills to challenge inequity and promote inclusive behaviours. Co-designed with JSS/Men's Project, two programs were delivered to a total of 52 tennis leaders.



Career Leadership Strides

Relaunched as part of IWD week - a guided walk and talk in small groups led by a Senior Leader to discuss support in women's advancement. These sessions continued throughout the year.



EDUCATION AND TRAINING



Training

Launched our Next Generation Leaders Program with equitable gender representation.



Celebrating International Women's Day

- Internal International Women's Day events held in March 2025.
- Financial Management - The Women's Perspective provided tips to boost super and guidance on where to access financial advice.
- IWD Guest Speaker – Cathy Freeman



Education

- Tennis Australia delivered two gender equity workshops to 45 Member Association team members, covering active bystander skills, a gender lens in practice, and inclusive leadership.
- Senior leaders and middle managers at Tennis Australia undertook in person training on preventing sexual harassment and sex-based harassment in the workplace.

RECRUITMENT



Gender Neutral Position Descriptions

Reviewed and updated position descriptions and job ads to ensure gender-neutral language.



Work180

Recognised as an employer of choice for women through WORK180 and partnering with them to connect with talented female professionals.



Girls in STEM

Tennis Australia partnered with Go Girl, Go for IT to showcase opportunities at Victoria's largest STEM career expo for schoolgirls.

WORKFORCE ANALYTICS



Engagement Survey

- The Engagement Survey incorporates questions related to inclusivity, wellbeing, career and professional development.
- Ran gender analytics to identify insights that guide our priority areas and improve how we support our teams.



Data & Insights

- Leveraged Equidi to track gender pay gaps and workforce representation in real time, to support targeted action
- Leveraged gender insights to inform remuneration reviews and bonus allocations, ensuring our decisions are fair and equitable.



Policies Supporting Women

- Following the increase of Paid Parental Leave and the introduction of Life Leave, uptake numbers are as follows:
- **Life Leave:** Total Instances – 9
- **Parental Leave:** Primary Total Instances – 17
- **Parental Leave:** Non-Primary Total Instances – 15

Understanding the gender pay gap



WGEA (Workplace Gender Equality Agency) is a Commonwealth government agency established by the Workplace Gender Equality Act 2012.

This data shows the overall difference in average earnings between men and women across the business. It reflects structural imbalances, such as fewer women in senior roles.

This year's employer gender pay gaps for the 2024–25 data cycle, will be the first combined release covering private and Commonwealth public sector employers.

It will also be the first time that year-on-year data will be comparable. More information can be found on the [WGEA website](#)



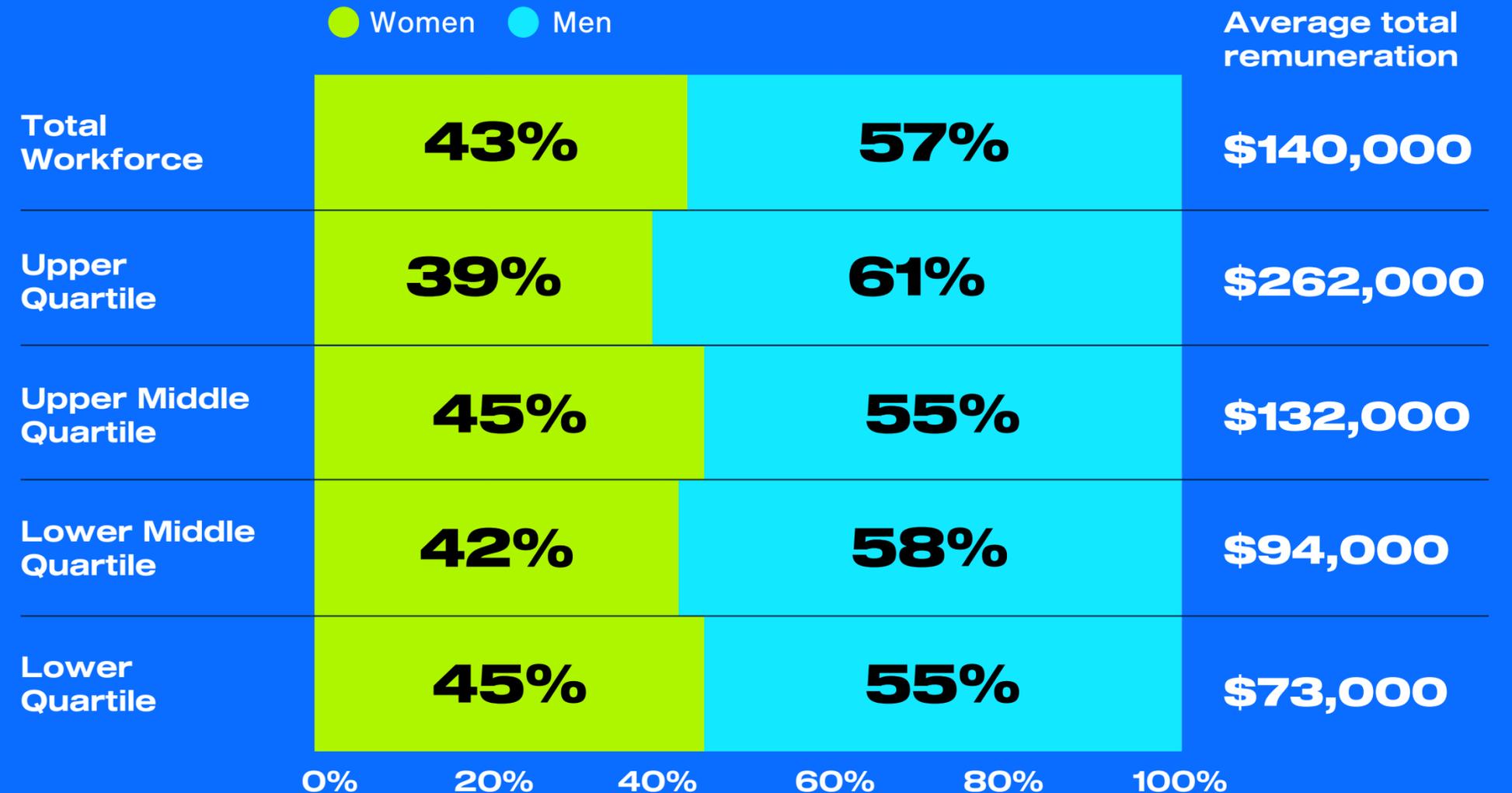


Gender *pay gap*

All Employees	2024-2025
Average (mean) base salary	9.5%
Average (mean) total remuneration	12.7%
Median base salary	1.3%
Median total remuneration	2.5%

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



NOTES

- Base salary = wages/salary
- Total remuneration = wages/salary, superannuation, bonuses, commissions, allowances and other benefits
- Further information available on [WGEA website](#).

Things to come *this year*



EDUCATION AND TRAINING

- Gender Equity training to be delivered to team members.
- Gender Equity Allyship program to be available to team members.
- Training sessions offered for team members including on The Super Gap and general protections in the workplace.
- Leadership development opportunities offered to women including AIM mini-MBA courses and an immersive leadership opportunity with The Jet Group.



RECRUITMENT

- Recruitment training incorporating unconscious bias has been created and will be launched.
- Talent and succession planning to incorporate development of more women in leadership roles.



DATA & INSIGHTS

- Review WGEA and Equidi reports alongside internal data to uncover drivers of recruitment decisions and women's resignations; maintain pay equity audits during remuneration reviews.



OTHER INITIATIVES

- Workforce Gender Equity Action Plan to be developed and implemented.
- Develop content showcasing authentic employee stories that highlight why Tennis is a great workplace for women - covering flexibility, parental leave and career growth.
- Continue Career Leadership Strides mentorship walks.
- International Women's Day keynote speaker Sam Stosur and panel of internal leaders on the topic of 'Balance the Scales'.

Tennis continually reviews the effectiveness of our programs and focus areas.



Appendix: *Glossary*



BASE SALARY

Wages not including superannuation, bonuses, commissions and allowances

TOTAL REMUNERATION

Wages plus superannuation, bonuses, commissions, allowances and other benefits

MEDIAN GENDER PAY GAP

The difference between the middle earnings of men and the middle earnings of women found by lining up the pay of every man in the business in order of smallest to largest and finding the mid-point. The same is done for the pay of women in that business.

Expressed as a percentage, a positive percentage means the mid-point for men is greater than the mid point for women.

The median gender pay gap is calculated on both base salary and total remuneration.

AVERAGE (MEAN) GENDER PAY GAP

The difference in earnings between women and men on average, calculated by adding up a list of employees' wages and dividing by the number of employees.

Expressed as a percentage, a positive percentage indicates men are paid more on average than women and a negative percentage indicates women are paid more on average than men.

The average (mean) gender pay gap is calculated on both base salary and total remuneration

EQUAL PAY

The gender pay gap is different to women and men being paid the same, for the same or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia.

Thank you



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