



Date Created: 28-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**





Date Created: 28-06-2023

# 2022 - 23 Gender Equality Reporting

## Submitted By:

Catapult Sports Pty. Ltd. 66137513378

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Strategy

**Retention:** No

Currently under development

**Estimated Completion Date:** 2023-12-31

**Performance management processes:** Yes

Strategy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** NoCurrently under development

**Estimated Completion Date:** 2023-12-31

**Succession planning:** No

Currently under development

**Estimated Completion Date:** 2023-12-31

**Training and development:** Yes

Strategy

**Key performance indicators for managers relating to gender equality:** NoCurrently under development

**Estimated Completion Date:** 2023-12-31

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesStrategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

In 2021 we introduced Women at Catapult Program (WAC) to discover the need for community focus around women's leadership within the sports technology industry. This is to encourage women to advance their skills and leadership potential through connection, mentorship, and community involvement on a local and global level. The overall goal is to help increase the number of women in leadership positions.

In 2023, we are preparing to launch an ERG specifically tailored for individuals belonging to minor racial groups. The purpose of this initiative is to establish a supportive community within our organization, offering a secure environment where

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members can freely engage in discussions pertaining to any subject of their choosing. We hope to cater to the diverse needs and preferences of our workforce, fostering a culture of inclusivity and promoting the well-being of all employees.

## Governing Bodies

**Organisation:** Catapult Sports Pty. Ltd.

**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 1	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** No

**Selected value:** Do not have control over governing body/appointments

**Details why there is no control over governing body/appointments:** Elected by shareholders

**6. Target set to increase the representation of women:** No

**Selected value:**

Do not have control over governing body/appointments

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not aware of the need

**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

# #Action on gender equality

## Gender Pay Gaps

**1. Do you have a formal policy and/or formal strategy on remuneration generally?**

Yes

Policy; Strategy

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To implement and/or maintain a transparent and rigorous performance assessment process

**2. What was the snapshot date used for your Workplace Profile?**

31/03/2023

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

Whilst there appears to be a gender pay gap issue for Australian based employees, there is a relatively small gender pay gap across Catapult's global workforce. All women hired within Australia since the last WGEA reporting period have not been in senior roles, this is due to our senior leadership team being based in Boston and London. It is important to note that the workforce composition is not comparable when it comes to job role, for example comparing a software engineer with an office manager is a misrepresentation of external market alignment and internal parity.

We have a remuneration philosophy and process in place to ensure roles are compensated fairly using external market benchmarking to ensure parity appropriate for each role and job level and location.

With the launch of our DEIB strategy one of our focus points is to make a strong effort to hire women. However, like many other global technology companies we reduced our workforce in 2022 and have a hold on hiring for at least the remainder of this financial year.

## Employer action on pay equality

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**1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**

Yes

**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

**1.2 Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive

**1.3 What type of gender remuneration gap analysis has been undertaken?**

A like-for-like gap analysis; A by-level gap analysis

**3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.**

## Employee Consultation

**1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?**

No/Not a priority

**2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**

No

Not a priority

**3. On what date did your organisation share your last year's public reports with employees and shareholders?**

**Employees:**

Yes

**Date:**06/07/2022

**Shareholder:**

Yes

Date:06/07/2022

4. **Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?**

Don't know

5. **If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.**

# #Flexible Work

## Flexible Working

1. **Do you have a formal policy and/or formal strategy on flexible working arrangements?**

Yes

Policy

- 1.1. **Please indicate which of the following are included in your flexible working arrangements strategy or policy:**

**A business case for flexibility has been established and endorsed at the leadership level**

Yes

**The organisation's approach to flexibility is integrated into client conversations**

No

Not aware of the need

**Employees are surveyed on whether they have sufficient flexibility**

Yes

**Employee training is provided throughout the organisation**

Yes

**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

Yes

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Not aware of the need

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

Not a priority

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

No

Currently under development

**Estimated Completion Date: 2023-12-31**

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes

**Targets have been set for men's engagement in flexible work**

No

Not a priority

**Team-based training is provided throughout the organisation**

No

Not a priority

**Other:** No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?



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**Carer's leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Compressed working weeks:** Yes

SAME options for women and men Informal options are available

**Flexible hours of work:** Yes

SAME options for women and men Informal options are available

**Job sharing:** No

Not aware of the need

**Part-time work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Purchased leave:** No

Not a priority

**Remote working/working from home:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Time-in-lieu:** Yes

SAME options for women and men

Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Informal options are available

**3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Don't know / Not applicable

**7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

Catapult has a 3 x office days, 2 x home days per week policy

# #Employee Support

## Paid Parental leave

**1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave using the primary/secondary carer definition

**1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?**

Yes

**1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:**

All, regardless of gender

**1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:**

Birth; Adoption; Surrogacy; Stillbirth

**1.1.c. How do you pay employer funded paid parental leave to primary carers?**

Paying the employee's full salary

**1.1.d. Do you pay superannuation contribution to your primary carers while they are on parental leave?**

Yes, on employer funded parental leave

**1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?**

26

**1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?**

91-100%

**1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**

Yes

How long is the qualifying period (in months)?

12

**1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**

Yes

Within 12 months

**1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?**

Yes

**1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:**

All, regardless of gender

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- 1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:**  
Birth; Adoption; Surrogacy; Stillbirth
- 1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**  
Paying the employee's full salary
- 1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?**  
Yes, on employer funded parental leave
- 1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?**  
4
- 1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?**  
91-100%
- 1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**  
Yes  
How long is the qualifying period (in months)?  
3
- 1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**  
Yes  
Within 12 months

**2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

A global policy is in place to assist primary and secondary carers in applying for paid parental leave.

If you are primary carer Catapult will offer you 6 months off paid, having 3 months at full pay and 3 months at half pay along with taking any other additional leave.

If you are taking paternity leave and not the primary carer of your child you will have 4 weeks off paid.

## Support for carers

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**1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

No

Insufficient resources/expertise

**2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

**2.1. Employer subsidised childcare**

No

**2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

No

Not a priority

**2.3. Breastfeeding facilities**

No

Insufficient resources/expertise

**2.4. Childcare referral services**

No

Insufficient resources/expertise

**2.5. Coaching for employees on returning to work from parental leave**

No

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

**2.8. Information packs for new parents and/or those with elder care responsibilities**

No

**2.9. Parenting workshops targeting fathers**

No

**2.10. Parenting workshops targeting mothers**

No

**2.11. Referral services to support employees with family and/or caring responsibilities**

No

**2.12. Support in securing school holiday care**

No

**2.13. On-site childcare**

No

**2.14. Other details: No**

- 3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

## **Sexual harassment, harassment on the grounds of sex or discrimination**

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

Yes

- 2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

**All Managers:**

No

- 9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

## **Family or domestic violence**

- 1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

No

Other

**Provide Details:** Domestic violence leave available in our agreements

2. **Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

No

Insufficient resources/expertise

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

No

Insufficient resources/expertise

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

No

Insufficient resources/expertise

**Training of key personnel**

No

Insufficient resources/expertise

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

No

Currently under development

**Estimated Completion Date:**

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Insufficient resources/expertise; Other

**Provide Details:**We would pay leave as required by the employee

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

No

Insufficient resources/expertise; Other

**Provide Details:** We would pay leave as required by the employee

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Insufficient resources/expertise; Other

**Provide Details:**We would approve leave as required by the employee

**Access to unpaid leave**

No

Insufficient resources/expertise; Other

**Provide Details:**We would approve leave as required by the employee

**Other: No**

**Provide Details:**

- 2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**



# Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Non-managers	1	3	4
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers		3	3
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		1	1
			Non-managers		10	10

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers		2	2
			Non-managers		14	14
	Part-time	Permanent	Managers		1	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	3		3
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		2	2
			Non-managers		6	6

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Computer System Design and Related Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	3	15	0	0	18
	Full-time contract	0	1	0	0	1
Professionals	Full-time permanent	15	52	0	0	67
	Full-time contract	1	4	0	0	5
	Part-time permanent	2	1	0	0	3

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Computer System Design and Related Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	1	1
SM	Full-time permanent	1	5	6
	Full-time contract	0	1	1
OM	Full-time permanent	2	8	10

\* Total employees includes Non-binary