



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Compliance Program

Submitted by:

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Date: 2022-06-03

#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(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Retention | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Mar-2023 |
| ...Performance management processes | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Promotions | Yes(<i>Select all that apply</i>) |
| ...Yes | Policy Strategy |
| ...Talent identification/identification of high potentials | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Mar-2023 |
| ...Succession planning | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Mar-2023 |
| ...Training and development | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Key performance indicators for managers relating to gender equality | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

| | |
|--------|----------|
| ...Yes | Strategy |
|--------|----------|

3: Does your organisation have any of the following targets to address gender equality in your workplace?

Increase the number of women in leadership positions

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.

Governing bodies

Catapult Sports Pty. Ltd.

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes(<i>Provide further details on the governing body(ies) and its composition</i>) |
| 1.1: What is the name of your governing body? | Board of Directors |
| 1.2: What type of governing body does this organisation have? | Board of directors |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female | 0 |
| ...Male | 1 |
| ...Non-binary | 0 |
| ...Members | |
| ...Female | 1 |
| ...Male | 4 |
| ...Non-binary | 0 |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | No(<i>Select all that apply</i>) |
| | Do not have control over governing body/appointments |
| 1.5: Has a target been set to increase the representation of women on this governing body? | No(<i>Select all that apply</i>) |
| | Other (provide details) |
| | Our last two appointments comprised of 50% / 50% gender balance. While we do not have a target in place, we consider the appointments on merit of candidate. |
| 1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body? | No |
| | Insufficient resources/expertise |
| 1.1.a.3: How many members are on the governing body and who holds the predominant | |

Chair position?

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

No response.

#Action on gender equality

Gender pay gaps

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

Yes(*Select all that apply*)

...Yes

Policy
Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...Yes

To implement and/or maintain a transparent and rigorous performance assessment process

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

31-Mar-2022

Employer action on pay equity

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(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

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(*Select all that apply*)

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

Within the last 12 months woman our findings conclude that women in Australia do not have the same opportunity as women in our Boston office to be in more senior roles, due to a larger workforce and greater opportunities in Boston.

1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)

Our Australian office has more males with women still early in their careers with a drive to continue learning and developing.

Given we are a sports technology company our recruitment team are continuing to make a conscious effort to hire more women in all departments in Australia.

With these findings in place, we would like to ensure there are equal opportunities and learning developments to all women globally.

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

Catapult has a vision to recruit, develop and engage a diverse workforce that reflects globally within the sporting industry. The focus is targeted on gender and race/ethnicity.

Our goal is to increase the representation of female talent globally and under-represented groups.

In order to achieve this goal, we will/have been making a conscious effort on the following:

25% candidate pool to be females

Identify one role person to be dedicated to female hires

Diverse interview panel

Introduce gender decoders

Design and deliver interview training

Implement inclusive in our recruitment platform

University program to provide internships to female talent

Employee consultation

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

Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?

Consultative committee or group

Employee representative group(s)

1.2: Who did you consult?

Diversity committee or equivalent

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

No

...No

Insufficient resources/expertise

3: On what date did your organisation share your previous year's public reports with employees?

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

26-May-2022

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

No

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

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#Flexible work

Flexible working

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

No(*Select all that apply*)

...No

Other (provide details)

...Other (provide details)

Informally implemented.

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

...Flexible hours of work

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available

...Compressed working weeks

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available

...Time-in-lieu

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available

...Telecommuting (e.g. working from home)

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available

...Part-time work

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available

...Job sharing

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available

...Carer's leave

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available

...Purchased leave

No(*You may specify why the above option is not available to your employees.*)

| | |
|-----------------------------------|--|
| ...No | Not a priority |
| ...Unpaid leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...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

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

Yes

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Yes, for both women and men

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Employee performance is measured by performance and not presenteeism

Other(*Provide details*)

...Other

Catapult (pre-pandemic) have always had a hybrid approach/always working remotely given the global distance.

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

Catapult have always had an informal flexible working arrangement in place for all genders and positions. Given we are a global organization we must take into consideration the challenging time-zones mainly between Australia, United States (Boston) and United Kingdom. It is essential and vital for all employees to connect virtually.

There are no expectations for employees to work in the office early hours of the morning/evening. Our approach to a flexible working arrangement has always been well received in engagement surveys and embedded in Catapult's roots.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) 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(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>) |
| 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 |
| 1.1.g.1: How long is the qualifying period? | 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? | No |
| 1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme? | No(<i>You may specify why employer funded paid parental leave for secondary carers is not available.</i>) |

| | |
|-------|----------------------------------|
| ...No | Insufficient resources/expertise |
|-------|----------------------------------|

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 2 weeks off paid.

Any gender parent can choose to be the primary carer. However, we are yet to have any males be the primary carer within Australia.

Support for carers

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

No(Select all that apply)

| | |
|-------|----------------------------------|
| ...No | Insufficient resources/expertise |
|-------|----------------------------------|

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

| | |
|---|---|
| ...Employer subsidised childcare | No(You may specify why the above support mechanism is not available to your employees.) |
| ...No | Insufficient resources/expertise |
| ...On-site childcare | No(You may specify why the above support mechanism is not available to your employees.) |
| ...No | Not a priority |
| ...Breastfeeding facilities | No(You may specify why the above support mechanism is not available to your employees.) |
| ...No | Insufficient resources/expertise |
| ...Childcare referral services | No(You may specify why the above support mechanism is not available to your employees.) |
| ...No | Insufficient resources/expertise |
| ...Internal support networks for parents | No(You may specify why the above support mechanism is not available to your employees.) |
| ...No | Insufficient resources/expertise |
| ...Return to work bonus (only select if this bonus is not the balance of paid parental leave) | No(You may specify why the above support mechanism is not available to your employees.) |
| ...No | Not a priority |
| | |

| | |
|--|--|
| ...Information packs for new parents and/or those with elder care responsibilities | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Referral services to support employees with family and/or caring responsibilities | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | EAP services are available to employees who require support |
| ...Targeted communication mechanisms (e.g. intranet/forums) | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Support in securing school holiday care | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Coaching for employees on returning to work from paid parental leave | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise |
| ...Parenting workshops targeting mothers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Parenting workshops targeting fathers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Other (provide details) | No |

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

We have an Employee Assistance Program available to all employee who require support relating to personal matters.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

| | |
|---|--------|
| ...Yes | Policy |
| 1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? | Yes |

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

| | |
|-----------------|---|
| ...All managers | No(<i>You may specify why this training is not provided.</i>) |
|-----------------|---|

| | |
|------------------|---|
| ...No | Insufficient resources/expertise |
| ...All employees | No(<i>You may specify why this training is not provided.</i>) |
| ...No | Insufficient resources/expertise |

3: If your organisation would like to provide additional information relating to sex-based harassment and 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(<i>Select all that apply</i>) | |
| ...No | Other (provide details) |
| ...Other (provide details) | This is outlined in each Australian employment contract. |

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?

| | |
|--|---|
| ...Employee assistance program (including access to psychologist, chaplain or counsellor) | Yes |
| ...Training of key personnel | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...A domestic violence clause is in an enterprise agreement or workplace agreement | Yes |
| ...Workplace safety planning | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 31-Mar-2023 |
| ...Access to paid domestic violence leave (contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | No |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Access to unpaid leave | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | No |
| | |

| | |
|--|---|
| : How many days of unpaid domestic violence leave are provided? | 5 |
| ...Confidentiality of matters disclosed | Yes |
| ...Referral of employees to appropriate domestic violence support services for expert advice | Yes |
| ...Protection from any adverse action or discrimination based on the disclosure of domestic violence | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Flexible working arrangements | Yes |
| ...Provision of financial support (e.g. advance bonus payment or advanced pay) | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Offer change of office location | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise Not aware of the need |
| ...Emergency accommodation assistance | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Access to medical services (e.g. doctor or nurse) | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Other (provide details) | No |

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

In line with the Fair Work Commission Catapult currently provides unpaid Family & Domestic violence leave which is also mentioned in our employment contracts. Over time we aim to offer a more supportive policy to assist our employees during any personal circumstances. Further to this, we will continue to provide EAP services to employees impacted by Domestic Violence.

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 | CEO, KMPs, and HOBs | | 1 | 1 |
| | | | Managers | | 5 | 5 |
| | | | Non-managers | 1 | 8 | 9 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | Non-managers | | 2 | 2 |
| | | Fixed-Term Contract | Non-managers | | 1 | 1 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | Managers | | 4 | 4 |
| | | | Non-managers | 8 | 14 | 22 |
| | | Fixed-Term Contract | Non-managers | | 4 | 4 |
| | Part-time | Permanent | Non-managers | 1 | | 1 |

* Total employees includes Gender X

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 | CEO, KMPs, and HOBs | | 2 | 2 |
| | | | Managers | 2 | 4 | 6 |
| | | | Non-managers | 3 | 18 | 21 |
| | | Fixed-Term Contract | Non-managers | 1 | 2 | 3 |
| | Part-time | Permanent | Non-managers | 1 | 1 | 2 |
| | N/A | Casual | Non-managers | 1 | 1 | 2 |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | | | 3 |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Managers | | 2 | 2 |
| | | | Non-managers | | 3 | 3 |

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

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 | 19 | 0 | 0 | 22 |
| | Part-time permanent | 0 | 1 | 0 | 0 | 1 |
| Professionals | Full-time permanent | 7 | 54 | 0 | 0 | 61 |
| | Full-time contract | 0 | 4 | 0 | 0 | 4 |
| | Part-time permanent | 2 | 1 | 0 | 0 | 3 |
| Technicians And Trades Workers | Full-time permanent | 4 | 4 | 0 | 0 | 8 |
| | Full-time contract | 0 | 1 | 0 | 0 | 1 |
| Clerical And Administrative Workers | Full-time permanent | 1 | 0 | 0 | 0 | 1 |
| | Full-time contract | 0 | 1 | 0 | 0 | 1 |
| | Part-time permanent | 1 | 0 | 0 | 0 | 1 |

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Computer System Design and Related Services

| Manager category | Level to CEO | Employment status | No. of employees | | |
|------------------|--------------|---------------------|------------------|---|--------|
| | | | F | M | Total* |
| CEO | 0 | Full-time permanent | 0 | 1 | 1 |
| KMP | -1 | Full-time permanent | 0 | 1 | 1 |
| GM | -1 | Full-time permanent | 1 | 0 | 1 |
| | -2 | Full-time permanent | 0 | 2 | 2 |
| | -3 | Full-time permanent | 0 | 4 | 4 |
| SM | -2 | Full-time permanent | 0 | 1 | 1 |
| | -3 | Full-time permanent | 1 | 3 | 4 |
| | | Part-time permanent | 0 | 1 | 1 |
| | -4 | Full-time permanent | 0 | 2 | 2 |
| | | Full-time permanent | 0 | 1 | 1 |
| OM | -4 | Full-time permanent | 1 | 4 | 5 |

* Total employees includes Gender X