2022 - 23 Gender Equality Reporting

Submitted By:

MOODY'S INVESTORS SERVICE PTY LIMITED  61003399657

MOODY'S ANALYTICS AUSTRALIA PTY LTD  94105136972

BUREAU VAN DIJK ELECTRONIC PUBLISHING PTY LIMITED  38169036417
# 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
   - **Retention:** Yes
   - **Performance management processes:** Yes
   - **Promotions:** Yes
   - **Talent identification/identification of high potentials:** Yes
   - **Succession planning:** Yes
   - **Training and development:** Yes
   - **Key performance indicators for managers relating to gender equality:** No

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

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

## Governing Bodies

**Organisation:** MOODY’S INVESTORS SERVICE PTY LIMITED

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

3. **Specified governing body type:**

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

<table>
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<tr>
<th>Chair</th>
<th>Female (F)</th>
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4. Formal section policy and/or strategy: Yes
Selected value: Strategy

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

   6.1 Percentage (%) of target:
   6.2 Year of target to be reached:

Selected value:

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?
Yes
Selected value: Strategy

Organisation: MOODY’S ANALYTICS AUSTRALIA PTY LTD
1. Name of the governing body: Board of Directors
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4. Formal section policy and/or strategy: Yes
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6.1 Percentage (%) of target:
6.2 Year of target to be reached:

Selected value:

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?
Yes
Selected value: Strategy

Organisation: BUREAU VAN DIJK ELECTRONIC PUBLISHING PTY LIMITED

1. Name of the governing body: Board of Directors
2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

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Yes

Selected value: Strategy

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
   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)

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.

Employer action on pay equality

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
      Created a pay equity strategy or action plan
1.3 What type of gender remuneration gap analysis has been undertaken?
None

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.
At Moody’s, we are committed to paying all of our employees equitably and fairly. We review our pay practices globally every year with the goal for pay equity between women and men performing comparable roles.

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?
Yes
1.1 How did you consult employees?
Consultative committee or group
1.2 Who did you consult?
ALL staff

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

3. On what date did your organisation share your last year’s public reports with employees and shareholders?
Employees:
Shareholder:

4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?
No

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
         - Other
Other: No targets needed as this is applicable for everyone
Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
No
Not aware of the need

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
No
Not aware of the need

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 aware of the need

Team-based training is provided throughout the organisation
Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?
   Carer’s leave: Yes
   SAME options for women and men
   Formal options are available

   Compressed working weeks: No
   Not aware of the need
   Flexible hours of work: Yes
   SAME options for women and men
   Formal options are available; Informal options are available

   Job sharing: Yes
   SAME options for women and men
Formal options are available; Informal options are available

**Part-time work:** Yes
SAME options for women and men

**Purchased leave:** No
Not a priority

**Remote working/working from home:** Yes
SAME options for women and men

**Time-in-lieu:** No
Not aware of the need

**Unpaid leave:** Yes
SAME options for women and men

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?**
No

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

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#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?
12

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?
No

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

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?
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.

**Support for carers**

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

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?
   2.1. Employer subsidised childcare
       Yes
       Available at ALL worksites

   2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)
       No
       Other
       **Other:** We have provided full-paid parental leave for primary/secondary carers

   2.3. Breastfeeding facilities
       Yes
2.4. **Childcare referral services**
- No
- **Other**: We have a very robust parental leave policy and offer flexible remote working arrangement to the employees.

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

  - **Other**: Our workforce population is relatively small. We have a very robust parental leave policy and offer flexible remote working arrangement to the employees.

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:
   Yes
   Annually

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?
   Yes
   Policy

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**
No

Insufficient resources/expertise

**Workplace safety planning**
Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**
Yes
- **Is the leave period unlimited?**
  No
- **How may days are provided?**
  10

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**
No

**Other**

**Provide Details:** We offer access to paid violence leave (contained in an enterprise/workplace agreement)

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**
Yes
- **Is the leave period unlimited?**
  No

**How may days are provided?**
5

**Access to unpaid leave**
Yes
- **Is the leave period unlimited?**
  No

**How may days are provided?**
5
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