Tuesday 3 March 2026

Our commitment to advancing gender equality

Country Road Group is pleased to see continued improvement reflected in its results in the latest Workplace Gender Equality Agency gender pay gap data.

As a fashion and lifestyle business, Country Road Group is a proud employer of women, who make up almost 90 per cent of our workforce. Our approach to remuneration is focused on equal pay for equal work, regardless of gender. We assess pay equity by role, grade and function and take action where gaps are identified, alongside the organisation-wide average.

Over the past year, we have strengthened this approach through clear remuneration principles, targeted investment to address identified gaps, and regular reporting to track progress. This sits alongside a broader, multi-year commitment to inclusion, including Respect@Work leading practice, a non-gendered paid parental leave offer of 18 weeks, and flexible and hybrid working arrangements.

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About Country Road Group:

Country Road Group is one of Australia's largest specialty fashion retailers with a market leading position in the mid to upper tier of the segment. Comprising five iconic brands - Country Road, Mimco, Trenery, Witchery and Politix - be it modern Australian designs, urban sophistication or accessories with a quirk, each brand has its own inspiring story to tell.

Country Road Group is part of leading Southern Hemisphere retail group, Woolworths Holdings Limited (South Africa).

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