



CULTURE BOOK

SCA

WELCOME TO SCA!

This culture book was created as guide on all things SCA, from our values, our mission, culture, and employee benefits.

In this book you'll dive into our core values and beliefs, which fuel everything we do, from creating captivating content to fostering a dynamic and inclusive work environment.

At SCA, we believe in the power of collaboration, innovation, and pushing boundaries to deliver exceptional experiences to our listeners.

We are forging the way for the future of audio - come and join us!



A little about us!



Southern Cross Austereo (SCA) is Australia's leading media entertainment company, home of LiSTNR and the Triple M & HIT networks. With the ability to reach 95% of the population through our Radio, TV and Digital channels, our mission is to Entertain, Inform & Inspire all Australians
Anytime. Anywhere!

In 2021 we launched LiSTNR, a curated and personalised Audio-On-Demand destination. It is home to the HIT & Triple M networks, 25 music stations and over 500 podcasts. LiSTNR is Australia's #1 podcast network reaching more than 8 million monthly listeners.

Our Mission:
We Entertain, Inform & Inspire Australians.
Anytime. Anywhere.

Our Culture & Values

SCA is committed to fostering a respectful, inclusive, and high performing culture where our employees can be their most authentic and creative selves.

In 2021, we were awarded with the Human Synergistics Culture Sustainability Award for building a culture that continually evolves through openness, honesty, and regular communication.

At SCA we pride ourselves on creating a culture where people feel valued and can perform at their very best. We don't focus simply on what we do – we also care about how we do it.

We have five values, which people across SCA share and bring to life every day. Our values have been designed to identify the deepest beliefs and aspirations of the organisation. They represent the things we value and aspire to and the expectations we have for ourselves and each other.



- We seek diverse backgrounds and perspectives and make space for people to contribute and flourish
- We understand our audiences and create content they love
- We are all about our clients and find solutions that help them succeed
- We value user-centric product design



- **We push doors to unlock new opportunities**
- **We identify both problems and solutions**
- **We are proactive not reactive**
- **We guide our own career journeys**



- We collaborate, because collaboration gets us the best outcomes
- We include multiple perspectives in project groups
- We actively seek feedback from others and take it on board - it helps us grow
- Our leaders value ideas from everyone



- We don't shy away from having genuine conversations
- We have the courage to speak up for ourselves and others
- We don't have time for politics
- We create authentic content that connects



- **We learn something new every day**
- **We take creative risks and have fun**
- **We constantly seek a better way forward**
- **We learn from our mistakes**



Our Commitments

Diversity & Inclusion at SCA



We firmly believe that fostering an inclusive and diverse workplace drives innovation, collaboration, and business success. We have implemented a range of initiatives and programs to promote diversity and inclusion within our organisation and beyond.

We understand that continuous improvement is crucial in promoting D&I at SCA. We recently partnered with expert external consultants, who conducted a review of SCA's current D&I efforts to identify areas of strength and opportunity to help us develop a 3-year D&I horizon strategy.

The objective of the strategy is to support our efforts in continuing to build a diverse and inclusive workplace for our employees, and to reflect the diversity of Australia's community in our consideration of programming and content.

Social Impact



SCA Embrace

We recognise our unique opportunity to engage with charities beyond monetary donations. In 2016, we launched our national charity program, SCA Embrace, which works with selected national charities over two-year cycles to help their work while engaging our own people to build stronger communities. In January 2022, we commenced our two-year partnership with Make-A-Wish and Foodbank Australia.

We support the two charities through community service announcements and content opportunities on SCA's radio, television, and digital networks.

Between January and June 2022, we provided Foodbank and Make-A-Wish commercial advertising support valued at over \$19 million.

Learning & Development



At SCA, we provide learning and development opportunities to enhance, motivate and equip our employees to be the best they can be. Some of our learning programs are:

SCA Leads - This program provides our people leaders and emerging managers with the tools they need to be an effective, constructive leader.

LinkedIn Learning - an online learning platform that delivers training on a multitude of topics and skills to all staff across SCA.

Leading Teams & New Manager Training - This program teaches our people leaders the value of having genuine conversations and developing strong professional relationships. This program teaches leaders to drive a team to reach their common purpose, and become a high functioning group.

Mentoring Program - Our Mentoring Program offers mentees the opportunity to learn from and receive career coaching from SCA's senior leaders over a six-month period.

Perks & Benefits





Paid Parental Leave

SCA YourFamily is a gender neutral paid parental leave policy which breaks down gender norms in family life to foster an even more equitable and inclusive environment at SCA, acknowledging that there is no one-size-fits-all approach and that everyone's journey to parenthood is unique.

The policy includes:

- 20 weeks paid parental leave for a primary carer
- 20 weeks paid parental leave for those adopting or expecting a child through a surrogate
- 4 weeks paid parental leave for a secondary carer
- Support for SCA's people in the tragic event of the loss of a child
- Leave can be taken flexibly across multiple blocks over a 12-month period



Work Life Balance

We love what we do, but we support our people taking a balanced approach to work and life. Our flexible work program, SCA YourWay, allows our people to adopt a form of flexibility that empowers them to achieve their best professionally, while meeting their personal commitments.

We support our employees with a range of flexible working options to suit their individual needs, such as:

- Flex hours
- Remote working
- Job-sharing
- Temporary & permanent part-time arrangements
- Retirement transition plans

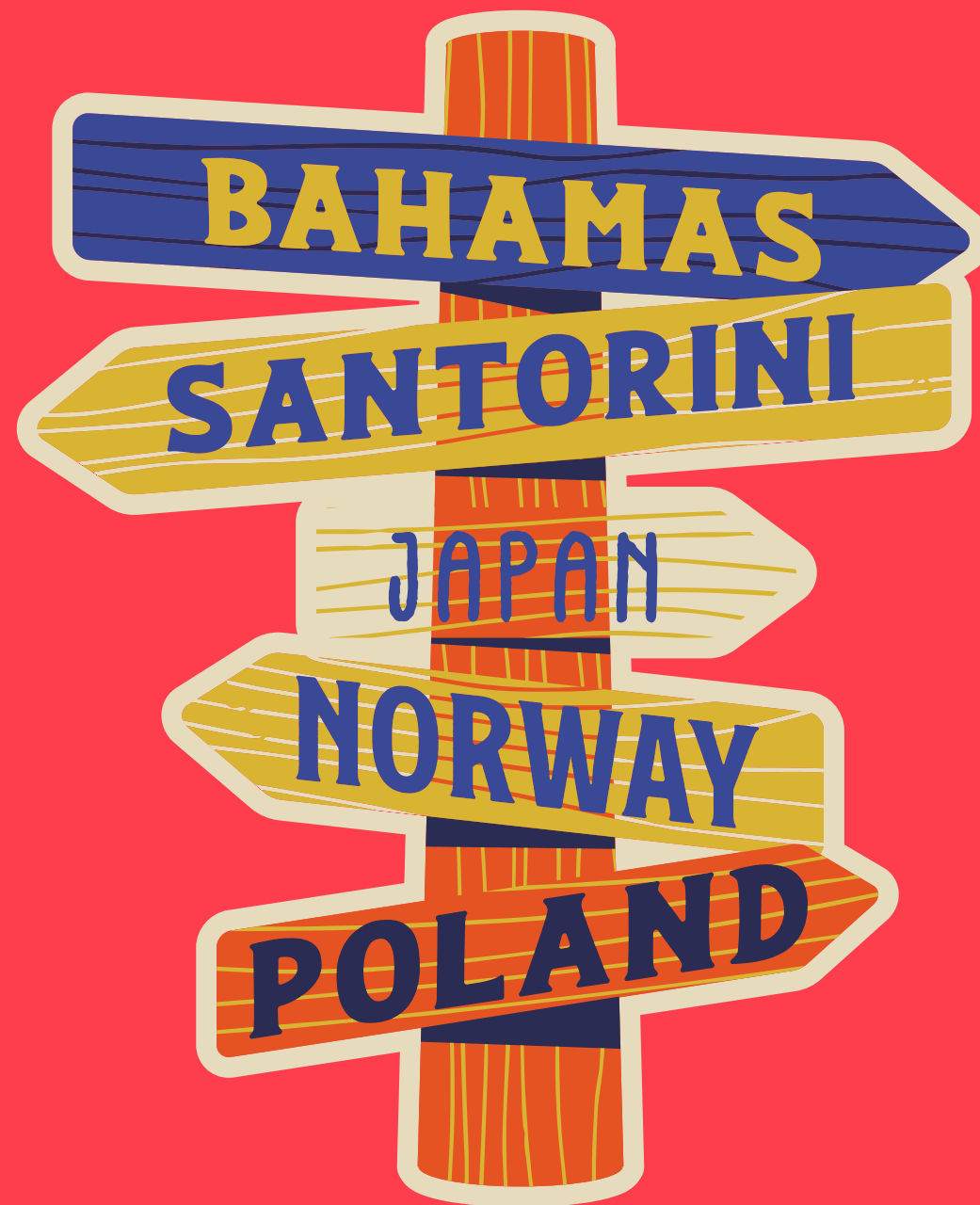


SCA YourWellbeing

We strongly believe that you need to feel your best to perform at your best. We support our employees wellbeing through our:

- Employee Assistance Program (free confidential counselling)
- Annual flu shots
- Flexible working program
- Mental health training
- Bupa health insurance discount

Perks & Time Off



Perks

Working in media comes with a heap of perks, such as free footy tickets, early access to concert tickets, social events, live performances in the office and much, much more!

Time off

We understand the importance of taking time to rest and recharge! On top of 4 weeks of annual leave per year, we also offer:

- Birthday leave
- Volunteering leave
- Purchase leave options
- Special leave incentives throughout the year

Career Progression



At SCA, we're all about helping our team members grow in their careers with us. We believe in giving them the support and development they need for a long and meaningful journey with SCA.

We're proud of our track record of promoting and moving employees across different departments and our 65 offices nationwide. We make sure to advertise all our job openings internally so that our employees are always across our exciting opportunities.

Our performance review process, called SCA Upload, allows our team members to work with their managers on their goals and aspirations, building a career that really matters to them here at SCA.

Join the Future of Audio

SCA



Contact us at careers.com.au

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