

# Our people and culture:

The WiseTech Global Way



# Our people:

Creating an environment  
for innovation to flourish



**Angelina McMenamin**  
Head of Talent

# The talent, motivation and enthusiasm of our diverse, global team drive our innovation and growth

## Employees by function

(%, as at 30 June 2020)



● Product design and development	<b>51%</b>
● Sales and marketing	<b>11%</b>
● Technical and product support	<b>21%</b>
● General and administration	<b>17%</b>

## Employees by region

(%, as at 30 June 2020)



● Australia and New Zealand	<b>35%</b>
● Europe	<b>30%</b>
● South Africa	<b>3%</b>
● Asia	<b>15%</b>
● North America	<b>10%</b>
● Latin America	<b>5%</b>
● Middle East	<b>2%</b>

## Employees by age

(%, as at 30 June 2020)



● Under 30	<b>19%</b>
● 30-44	<b>51%</b>
● 45 and over	<b>30%</b>

# We have a flat, low-hierarchy management system with small, diverse teams who are empowered to deliver

- Anyone can talk to anyone at any time, for any reason
- Productivity at the centre of everything
- Find the root cause and solve for that
- Win-win or no deal
- Lead with content
- Slower today, faster forever
- Creative abrasion fuels collaboration
- Lead others, manage yourself
- Culture eats strategy for lunch

At **all levels** across all teams and all departments, each one of us is actually **encouraged** to ask questions and to find out how we can do **better**.

WiseTech Global Australia



# Our new hybrid model is driven by five global principles



## Ensuring a safe and effective setup

We have an optimal environment for producing meaningful work, wherever we are.



## Enhancing productivity and performance

We manage ourselves and lead others, working to clear targets aligned with our mission to build the operating system for global logistics.



## Nurturing creativity and connections

We have the virtual meeting capabilities, digital tools and in-person opportunities required to effectively communicate, create, design, plan and innovate with each other, our customers and partners.



## Strengthening wellbeing and balance

Our mental and physical health and wellbeing are strengthened through services and initiatives that promote balance and welfare both at and away from the office.



## Supporting learning and development

We lead with content and are empowered to improve ourselves with the tools and opportunities to strive, learn, grow and flourish.