



## Workplace Gender Equality Agency (WGEA)

# Employer Statement

### 2023-24 reporting period

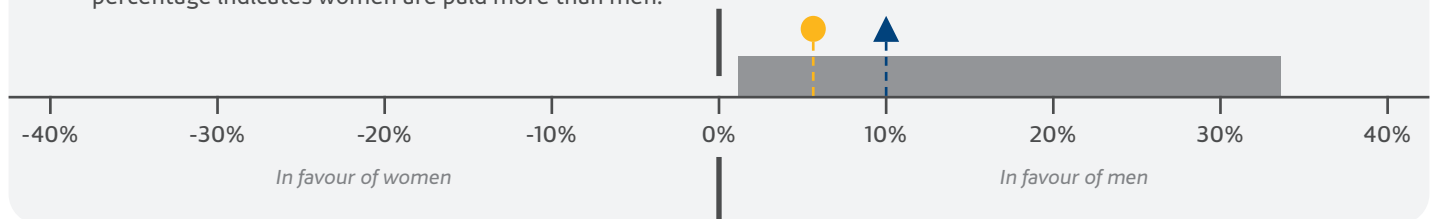
At O'Brien®, we are always committed to making a difference for our people with genuine care.

In the 2023-24 reporting period, as reported by WGEA, the O'Brien® gender pay gap for average total remuneration is 6.1%, and the median total remuneration pay gap is 8.9%. These results reflect a reduced gender pay gap from the prior year and a continued improvement over time. O'Brien® is also 4% lower than the comparison group's gender pay gap.

### Our gender pay gap compared to other employers

Our average total remuneration Gender Pay Gap (GPG) is **6.1%** and the mid-point of all employer GPGs in the comparison group is **10.1%**. This is represented in the chart, along with the range of all employer gender pay gaps in our comparison group.

A positive percentage indicates men are paid more than women. A negative percentage indicates women are paid more than men.



### Key insights for our workplace

- Our overall workforce composition is 27% women and 73% men.
- Gender composition remains relatively consistent across all pay quartiles and role levels.
- Females in non-managerial roles are more represented in flexible roles such as part-time and casual roles.
- Appointments to managerial roles (including promotions) were made by 50% of women and 50% of men, a shift toward more balanced representation at this level with opportunities for new and existing employees to progress.
- Appointments to non-managerial roles (including promotions) were made by 21% of women and 79% of men, indicating that we are still appointing fewer women than men at this level, particularly in our operational areas for Glazing and AutoGlass, including Distribution Centres.
- Our paid parental leave offering of 8 weeks is less than the average of 10.5 weeks offered by the comparison group, which is seen as an opportunity for improvement.
- No men took primary carer's leave during this period. While this is not significantly different to the comparison group (where 5% of men took primary carer's leave), it does indicate an opportunity to promote and raise awareness of Parental Leave policies.

### Actions to address our gender pay gap

Since completing the 2023-24 WGEA report, O'Brien® has initiated these actions to bridge our gender pay gap:

- Launching initiatives focused on recruiting, engaging and retaining female technicians to increase representation in non-managerial roles.
- Implementing pay adjustments for technicians and key frontline leader roles.
- Developing a remuneration framework that ensures we have the fundamentals to make equitable and competitive remuneration decisions in the future.

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