

Workplace Gender Equality Agency (WGEA)

Employer Statement

2024-25 reporting period

In the 2024-25 reporting period, as reported by WGEA, the O'Brien® gender pay gap for average total remuneration is 5.2%. This reflects a reduction from 6.1% in our gender pay gap from 2023-24, and a continued improvement over time. O'Brien® is also 7.1% 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 **5.2%** and the mid-point of all employer GPGs in the comparison group is **12.3%**.

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 28% women and 72% men.
- Females in non-managerial roles are more represented in flexible roles such as part time and casual roles.
- Appointments to manager roles (including promotions) were made by 39% of women and 61% of men, a decrease in female appointments and promotions at manager level.
- Appointments to non-manager roles (including promotions) were made by 31% of women and 69% of men, an increase in female appointments and promotions at non-manager level.
- We are appointing and promoting women at higher ratios than overall female representation and continuing to build a more gender diverse talent pipeline will support ongoing improvement.
- 6% of primary carer's leave was taken by men, an increase from 0 in 2023-24.

Actions to address our gender pay gap

Since completing the 2024-25 WGEA report, O'Brien® initiated the following actions:

- Introducing a new Parental Leave Policy offering universal paid parental leave, return to work support and paid leave for pregnancy loss, providing flexibility and support for parents and families.
- Reviewing the gender mix in our Talent and Succession Planning process and building robust development plans.
- Ongoing development of a remuneration framework to ensure we have the fundamentals in place to make equitable and competitive remuneration decisions.