



Date Created: 28-05-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**





Date Created: 28-05-2023

# 2022 - 23 Gender Equality Reporting

## Submitted By:

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# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy; Strategy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy; Strategy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

OFX has a Family and Domestic Violence Policy, applicable to all OFX employees, regardless of gender or orientation, to support employees if they or someone in their family is experiencing family and domestic violence.

OFX have also implemented a Global Parental Leave Policy, providing 16 weeks' paid parental leave to all permanent part-time and full-time employees, regardless of length of service or gender orientation, who have become parents through birth, adoption or surrogacy.

## Governing Bodies

**Organisation:** OFX Group Limited

**1.Name of the governing body:** OFX Group Limited Board of Directors

**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

Chair
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	<b>Female (F)</b> 1	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 3	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2024-03-31

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy; Strategy

**Organisation:** Ozforex Limited

**1. Name of the governing body:** OFX Group Limited Board of Directors

**2. Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 1	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 3	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

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**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 40

**6.2 Year of target to be reached:** 2024-03-31

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

Selected value: Policy; Strategy

**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

# #Action on gender equality

## Gender Pay Gaps

**1. Do you have a formal policy and/or formal strategy on remuneration generally?**

Yes

Policy; Strategy

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

Yes

To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To implement and/or maintain a transparent and rigorous performance assessment process

**2. What was the snapshot date used for your Workplace Profile?**

2023-03-31

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

## Employer action on pay equality

**1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**

Yes

**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

**1.2 Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Reported pay equity metrics (including gender pay gaps) externally; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

### 1.3 What type of gender remuneration gap analysis has been undertaken?

Every year we undertake a pay equity analysis to review the pay levels of women and men in the company. With access to global remuneration benchmarking data, we have been able to undertake an analysis of the pay competitiveness of male and female employees relative to the market median base salary for their roles. Following the FY23 remuneration review, this analysis showed that:

- On an average basis, men's positioning against the market median is 99.21% vs women's positioning against the market median which is 98.94%; and
- On a median basis, men's positioning against the market median is 98.62% vs women's positioning against the market median which is 98.15%.

This indicates pay equity on a like-for-like basis within OFX.

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

### 1.1 How did you consult employees?

Exit interviews; Survey; Other

**Other:** Consult on gender equality issues via feedback from P&C Business Partners who conduct regular check-ins with employees, as well as directly via our parental leave support program

### 1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Yes

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

## Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

**Employees are surveyed on whether they have sufficient flexibility**

Yes

**Employee training is provided throughout the organisation**

Yes

**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

Yes

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Other

**Other:** All employees have access to flexibility under our hybrid work model (combination of in office and working remotely for all roles) and therefore targets are not required

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

Yes

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

Yes

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes



**Targets have been set for men's engagement in flexible work**

No

Other

**Other:** All employees have access to flexibility under our hybrid work model (combination of in office and working remotely for all roles) and therefore targets are not required

**Team-based training is provided throughout the organisation**

Yes

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** No

Not a priority

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

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**3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

**7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

OFX has embedded a hybrid model of work across the organisation, which for most of our employees means a combination of working from home and in the office. The need to come into the office is determined by the nature of the work, the way teams organise to be most effective and the needs of the customers (internal and external) they support. In this way, working arrangements will look different across teams and even within teams.

- Leaders are empowered to discuss and plan with their teams the best working arrangements that meet the three-way test, and that this will look different for every team, within teams and regions.
- This is not a set and forget arrangement, we've taken an 'always keep learning' approach and constantly check in and revise where necessary
- People Leaders and team members have been equipped with the tools they need to enable successful hybrid working arrangements.

# #Employee Support

## Paid Parental leave

**1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

**1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

OFX implemented a global parental leave policy in August 2022 for Full and Part-Time employees that includes:

- Equal paid parental leave for both men and women; removing the distinction between primary and secondary carers
- Duration of company paid parental of 16 weeks
- Flexible in application of paid leave. i.e. a block of 16 weeks; 2 weeks at a time etc

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- Available to both full and part time permanent employees regardless of their length of service
- The leave to be taken in the first year of birth or placement of a child

## Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

- 2.1. Employer subsidised childcare

No

Not a priority

- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not a priority

- 2.3. Breastfeeding facilities

Yes

Available at ALL worksites

- 2.4. Childcare referral services

No

Not a priority

- 2.5. Coaching for employees on returning to work from parental leave

Yes

Available at ALL worksites

- 2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

- 2.7. Internal support networks for parents

Yes

Available at ALL worksites

- 2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at ALL worksites

- 2.9. Parenting workshops targeting fathers

No

Not a priority

**2.10. Parenting workshops targeting mothers**

No

Not a priority

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

No

Not a priority

**2.13. On-site childcare**

No

Not a priority

**2.14. Other details:** No

**3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

OFX has created a parental leave engagement framework to enhance the experience of our employees taking parental leave by creating a more consistent approach to engaging with managers and employees before, during and after return from parental leave.

The engagement framework has been built with the following three goals in mind:

• Enhance employee support:

- Regular meetings with employees before, during and after their parental leave with both People & Culture business partners and managers
- Provide parental support: providing mentors to support the parental leave experience and beyond

• Develop Manager capability and support:

- People & Culture business partners have regular meetings with managers of employees during the parental leave cycle, providing best practice advice and guidance on how to support their employees

• Keeping in touch:

- Provide opportunities for employees to 'keep in touch' not only their managers but the business stakeholders, provide networking opportunities and opportunity to hear from employees who can provide advice on their experience.

The aim of the framework is to ensure we retain our talent who take parental leave as well as maintain a gender-diverse leadership pipeline.

## Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy; Strategy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Non-Managers

Yes

Voluntary question: All Non-Managers

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

OFX has an externally managed Whistleblower platform where employees can raise any concerns they have around any form of discrimination, harassment and bullying including gender-based discrimination, harassment and bullying. This platform allows the employee to raise their concerns anonymously if they chose to do so.

## Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy; Strategy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing

**family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

No

Other

**Provide Details:** Access to leave made available under the OFX Family and Domestic Violence Leave (F&DV) policy

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

No

Not a priority

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

No

Other

**Provide Details:** Only one office in Australia

**Access to medical services (e.g. doctor or nurse)**

No

Not a priority

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**Training of key personnel**

No

Not a priority

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Other

**Provide Details:** Access to paid domestic and violence leave made available under the Family and Domestic Violence (F&DV) policy

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Other

**Provide Details:** Access to additional unpaid domestic and violence leave made available under the Family and Domestic Violence (F&DV) policy

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Provide Details:** No

**2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

- The OFX Group Family and Domestic Violence (F&DV) policy applies to all persons working for OFX, including all employees, directors and officers whether employed on a permanent, full-time, part-time, casuals or fixed term basis.
- Employees who are personally experiencing family and domestic violence are entitled to 10 days paid leave per year;
- Employees who are supporting an immediate family or household member who is experiencing family or domestic violence are entitled to 10 days paid leave per year
- Any further leave, e.g. unpaid leave will be determined on a case by case basis



# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	2	7
			Non-managers	7	12	19
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	3	2	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	2	4	6
			Non-managers	30	44	74
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	5	14
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	2	0	2
			Non-managers	16	18	34
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	0	4
			Non-managers	6	0	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	4	4
			Non-managers	0	4	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	35	42	0	0	77
	Full-time contract	2	0	0	0	2
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	49	86	0	0	135
	Full-time contract	6	5	0	0	11
	Part-time permanent	3	0	0	0	3
Clerical And Administrative Workers	Full-time permanent	21	6	0	0	27
	Full-time contract	1	0	0	0	1
	Part-time permanent	4	1	0	0	5
	Casual	3	0	0	0	3
Sales Workers	Full-time permanent	8	21	0	0	29
	Full-time contract	2	1	0	0	3

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	5	8
SM	Full-time permanent	9	16	25
	Part-time permanent	1	0	1
OM	Full-time permanent	23	20	43
	Full-time contract	2	0	2
	Part-time permanent	1	0	1

\* Total employees includes Non-binary