

myob

MYOB Gender Pay Gap Employer Statement

Gender Pay Gap

The Workplace Gender Equality Amendment Act requires the publication of private sector Employer gender gaps from early 2024.

The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, regardless of their seniority.

MYOB is committed to creating a diverse and inclusive workforce where everyone feels a sense of belonging and knows their work matters. We aim to achieve this through recruitment, career development, succession & retention, and fair internal processes.



We know we have a gender pay gap, and we know why.

- Our base remuneration gender pay gap is largely due to lower representation of women in our more mid level senior roles and fewer men in entry level roles. While the gender pay gap calculation doesn't take into account like-for like roles it is important to note that on a like-for-like level we are confident that we do not have a gender pay gap issue. We conduct an annual review of our like-for-like roles to ensure we have fair and equal pay for the same role, experience and performance.
- A large contributing factor to our total remuneration gender pay gap is the greater proportion of males receiving overtime, commission, on call and shift allowances. We have a greater proportion of males in the roles that attract these payments, generally in our sales and technology functions. These roles are traditionally more male dominated across the industry and in the talent market. Additionally, these payments and bonus payments that add to the total remuneration pay gap do not account for pro-rated payments for part time employees – the large majority of whom are women. Although part time working may exacerbate the total rem gap figures, we remain committed to supporting flexible working as part of our strategy to improve retention and progression, particularly of our female team members
- Making meaningful change to our gender pay gap takes time, we have plans and actions in place to help address this, and over time, we hope to see a downward trend in our overall gender pay gap as these actions take effect and develop more females into the tech industry.

MYOB GENDER ACTION PLAN

Create a diverse & inclusive culture and environment where everyone feels a sense of belonging and knows their work matters



DIVERSITY

Balanced gender composition (40:40:20)

We aim to have at least 40% male 40% female and then the remainder 20% is determined by the market make up.

Balanced gender mix at all levels

We look at our gender balance at Team Member, Leader, Senior Leader & Executive levels with the aim to achieve our 40:40:20 composition across all.

DevelopHer and Protégé program

Our DevelopHer program offers a scholarship with our tertiary partner RMIT, a paid salary while you learn, and a permanent role as a Protégé Developer in our graduate program. It has all the perks to help women begin their immersion into a career in technology.

We also aim to have a balanced gender intake into our Protégé Program each year.

Inclusion and belonging principles in Leader First, including unconscious bias

Creating a diverse and inclusive workplace is key to our growth and success. To enable this, we focus on ensuring everyone feels a sense of inclusion and belonging so that we have diversity at MYOB.



RECRUITMENT

Balanced candidate longlist and shortlist

Ensuring that we present a balanced list of candidates to our hiring managers

Using Textio for all recruitment ads

Ensuring that our job ads are written in a gender-neutral tone to attract a balanced level of talent to the business. This can also be utilised to write more feminine or masculine job ads for identified roles in the business where we call for better gender balance.

Female pipelining

Actively pipelining females, particularly for our tech roles to keep intake of females in this space up.

Increase recruitment of females for identified areas and/or roles in the business

For areas in the business where we have identified a gender imbalance, we have targeted recruitment where we increase the recruitment of females.



CAREER DEVELOPMENT

Fair internal career opportunities

Ensuring that all career opportunities are available on our internal careers site while also using AI tools such as Rejig to actively find good internal matches to job vacancies.

Support career pathways & development

We support a culture of continuous learning through initiatives such as online learning modules, learning labs, leadership programs, and team effectiveness tools. Our partnership with LinkedIn Learning, means team members have access to online courses from industry experts at any time and anywhere. LinkedIn Learning provides the opportunity for team members to find the development that is right for them, whatever that is.

Aspiring Leaders Program

We're also committed to developing future leadership capabilities through our Aspiring Leaders program and we ensure we have a balanced mix of genders in our program to build a balanced pipeline of leaders for our business.



SUCCESSION & RETENTION

Create a strong pipeline of successors

Our Aspiring Leaders Program helps to accelerate the pipeline of female talent into leadership roles.

Review data for trends in turnover for both male and female talent

It is just as important to retain our gender diverse colleagues at all levels of our business as it is to recruit. We are using data insights to track turnover trends over time for both male and female talent. Using these trends, we can help to identify areas of focus where we may need to take additional steps to retain our team members

Equal Parental Leave Policy

Our excellent equal parental policy gives all team members up to 12 months leave, of which up to 14 weeks are fully paid. The policy enables all parents to be actively involved in childcare.

Flex mindset

We have four key mindsets (customers, relationships, you, & results) that enable us to work flexibly, by ensuring we balance the needs of the four areas, we set ourselves up for success! Flexible, job share, and part-time options are available to everyone at Myob



PEOPLE PROCESSES

Fair people processes

Ensuring our performance review process is fair and equal and stands up to scrutiny. All reviews are calibrated to avoid any unconscious bias

Remuneration reviews include all team members on parental leave (majority female) and ensure fair and equitable increases are applied to team members while they are on parental leave.

Like-for-like role gender pay gap analysis

Each year we conduct our like-for-like gender pay gap review. We look at all individuals in the same roles and ensure there are no unjustified pay gaps between males and females performing the same role.

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