

Reporting Year FY22/23: WGEA Gender Pay Gap Report

The Workplace Gender Equality Act 2012 (Cth) requires non-public sector employers with 100 or more employees to register for the Gender Equality Reporting program and submit data to the Workplace Gender Equality Agency (WGEA) annually. Submissions made relate to all employees in Australia during the reporting period 1 April to 31 March.

From 2024, WGEA will be publishing organisations Gender Pay Gap, the difference between women's and men's average total remuneration expressed as a percentage of men's total remuneration. This document provides an overview of our gender pay gap, as well as our strategy to close the gap. Our Public WGEA Reports are also enclosed herein.

Gender Pay Gap Statement

WGEA FY22/23 Gender Pay Gap: AU Workforce

For FY22/23, Zip's average total remuneration gender pay gap is **23.8%** compared to an Industry Comparison Group of 31.1%, and the median is **33.2%** compared to an Industry Comparison Group of 26.7%.

Zip Group Strategy for Gender Equity

Zip is committed to closing our gender pay gap and supporting gender equity across the organisation. We transparently shared our strategy and progress on gender equity in our [Annual Report](#).

In 2021, Zip [set targets](#) to achieve representation of 40% women, 40% men, and 20% people of any gender at all levels. As at 30 June 2023, global representation was:

- **Board:** 40% women / 60% men
- **Executive:** 31% women / 69% men
- **Directors/VPs:** 40% women / 60% men
- **Managers:** 37% women / 63% men
- **Total Workforce:** 44% women / 1% non-binary / 55% men

In addition to measuring and publishing representation, we also publish our gender pay equity. This is analysed as the gap between men's and women's salaries performing the same role in the same region. As at 30 June 2023, gender pay equity was:

- **ANZ:** 1%
- **US:** 2%

To close our gender pay gap, and continue to make progress towards gender equity, Zip will continue to monitor our gender pay equity and rectify any discrepancies, and we will continue to make progress towards our 40/40/20 gender balance targets.



Date Created: 18-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 18-05-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Zip Co Limited 50139546428

ZIPMONEY PAYMENTS PTY LTD 58164440993

ZIP BUSINESS AUSTRALIA PTY LTD 71602957237

#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

Strategy

Key performance indicators for managers relating to gender equality: NoOther

Other: Managers are made aware of the gender balance of their teams on a quarterly basis. We take a collaborative approach to determining how we can improve progress towards our 40/40/20 targets, where necessary. We may consider introducing KPIs in future.

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.

Zip Co set targets to reach 40/40/20 across the organisation and at each level (Board, Executive, Directors, Managers) in 2021. We review progress quarterly, as well progress towards achieving zero gaps between genders in our engagement surveys.

Governing Bodies

Organisation: Zip Co Limited

1.Name of the governing body: Zip Co Limited Board of Directors

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member	Female (F) 2	Male (M) 3	Non-Binary 0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

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

Organisation: ZIPMONEY PAYMENTS PTY LTD

1. Name of the governing body: Zip Co Limited Board of Directors

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member			

Female (F)	Male (M)	Non-Binary
2	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

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

Organisation: ZIP BUSINESS AUSTRALIA PTY LTD

1. Name of the governing body: Zip Co Limited Board of Directors

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member	Female (F) 2	Male (M) 3	Non-Binary 0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

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

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

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

No Other

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.

Our last gender pay equity review found that Zip has 99% gender pay equity. As such, it is not currently a priority to introduce targets to close this gap, however, we will continue reviewing and reporting on gender pay equity annually.

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; 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) to all employees; 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?

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?

Consultative committee or group; Focus groups; Survey; Other

Other: Zip shared gender representation, gender pay equity and gender pay gap statistics in an All Company meeting, where there was an open forum for questions to leadership. We also ran a series of focus groups focusing on gender equality open to all.

- 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?

No

Other

Other: While not formally documented, we share gender balance & pay statistics annually and hold open conversation. We also review engagement surveys for gendered differences and run focus groups.

- 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 Industry Benchmark 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

- 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

No

Not aware of the need

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

Yes

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

No

Not aware of the need

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
Not aware of the need

Team-based training is provided throughout the organisation

No
Not a priority

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; Informal options are available

Compressed working weeks: Yes

SAME options for women and men 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: No

Part-time work: Yes

SAME options for women and men

Purchased leave: No

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

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?

Don't know / Not applicable

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

#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 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.

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

Other

Other:

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

No

Not aware of the need; Other

Other: Zip currently provides returning parents full-time pay for part-time (3-days) hours for 3 months.

- 2.3. Breastfeeding facilities

Yes

Available at ALL worksites

- 2.4. Childcare referral services

No

Not aware of the need

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

No

Currently under development

Estimated Completion Date: 2023-12-31

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

No

Not aware of the need

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 aware of the need

2.10. Parenting workshops targeting mothers

No

Not aware of the need

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

No

Other

Other:

2.12. Support in securing school holiday care

Yes

Available at SOME worksites

2.13. On-site childcare

No

Not aware of the need

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.

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

- 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.

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

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

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

Yes

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

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Other

Provide Details:

Training of key personnel

No

Insufficient resources/expertise

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

Yes

Date Created: 18-05-2023

Workplace safety planning

No

Not aware of the need

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

No

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 unpaid leave

Yes

Is the leave period unlimited?

Yes

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**

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	13	17	30
			Non-managers	32	32	64
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	7	4	11
			Non-managers	16	13	29
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	4	13	17
			Non-managers	81	85	168
		Fixed-Term Contract	Managers	3	3	6
			Non-managers	3	3	6
		Part-time	Permanent	Non-managers	4	4
	Fixed-Term Contract		Non-managers	1		1
	N/A	Casual	Non-managers	14	11	25

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: All Industries

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		2	2
			Managers	9	19	28
			Non-managers	61	66	127
		Fixed-Term Contract	Managers		1	1
			Non-managers		2	2
		Part-time	Permanent	Non-managers	2	3
	Fixed-Term Contract		Non-managers	1		1
	N/A	Casual	Non-managers	11	8	20
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	6		6
			Non-managers	11	2	13
	Part-time	Permanent	Non-managers	3		3
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		3	3
			Non-managers		3	3

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Non-managers		1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	1		1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Non-managers	1	1

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	13	17	30
			Non-managers	32	31	63
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	7	4	11
			Non-managers	15	13	28
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	4	13	17
			Non-managers	81	85	168
		Fixed-Term Contract	Managers	3	3	6
			Non-managers	3	3	6
		Part-time	Permanent	Non-managers	4	4
	Fixed-Term Contract		Non-managers	1		1
	N/A	Casual	Non-managers	14	11	25

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Computer System Design and Related 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		2	2
			Managers	9	19	28
			Non-managers	61	65	126
		Fixed-Term Contract	Managers		1	1
			Non-managers		2	2
	Part-time	Permanent	Non-managers	2	3	5
		Fixed-Term Contract	Non-managers	1		1
N/A	Casual	Non-managers	11	8	20	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	6		6
			Non-managers	11	2	13
	Part-time	Permanent	Non-managers	3		3
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		3	3
			Non-managers		3	3

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	49	89	0	0	138
	Full-time contract	3	3	0	0	6
	Part-time permanent	2	1	0	0	3
Professionals	Full-time permanent	120	189	0	0	309
	Full-time contract	3	1	0	0	4
	Part-time permanent	6	0	0	0	6
	Casual	4	7	0	0	11
Clerical And Administrative Workers	Full-time permanent	42	17	0	0	62
	Part-time permanent	2	3	0	0	5
	Casual	12	9	0	0	21

* 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: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	1	1	2
KMP	Full-time permanent	0	2	2
HOB	Full-time permanent	0	4	4
SM	Full-time permanent	10	21	31
	Full-time contract	1	1	2
OM	Full-time permanent	38	61	99
	Full-time contract	2	2	4
	Part-time permanent	2	1	3

* Total employees includes Non-binary

Workplace Profile Table

Industry: Finance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	2	0	0	2
	Part-time permanent	0	1	0	0	1
Professionals	Full-time permanent	1	3	0	0	4

* Categorised 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: Finance

Manager category	Employment status	No. of employees		
		F	M	Total*
OM	Full-time permanent	0	2	2
	Part-time permanent	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Computer System Design and Related Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	49	87	0	0	136
	Full-time contract	3	3	0	0	6
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	119	186	0	0	305
	Full-time contract	3	1	0	0	4
	Part-time permanent	6	0	0	0	6
	Casual	4	7	0	0	11
Clerical And Administrative Workers	Full-time permanent	42	17	0	0	62
	Part-time permanent	2	3	0	0	5
	Casual	12	9	0	0	21

* 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: Computer System Design and Related Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	1	1	2
KMP	Full-time permanent	0	2	2
HOB	Full-time permanent	0	4	4
SM	Full-time permanent	10	21	31
	Full-time contract	1	1	2
OM	Full-time permanent	38	59	97
	Full-time contract	2	2	4
	Part-time permanent	2	0	2

* Total employees includes Non-binary