

WGEA Employer Statement

Our Commitment to Gender Equality

At Opteon, we remain focussed in our commitment to fostering a workplace that is inclusive, equitable, and reflective of the communities we serve. Diversity and inclusion are central to our success, driving innovation, employee engagement, and long-term sustainability. Gender equality is a key priority for us, and we recognize that closing the gender pay gap and improving representation of women in leadership roles are critical steps toward achieving this goal.

Opteon's Gender Pay Gap and Organisational Context

The property valuation sector continues to be male-dominated, and this is reflected in our workforce composition. While Opteon's gender pay gap remains higher than we would like, we are pleased to report that our gap is comparable to, and in some areas better than, industry benchmarks. For 2024–25, our average total remuneration gender pay gap is 27.6%, with a median gap of 33.9%. These figures are consistent with industry norms but highlight the need for continued action.

Key drivers of our pay gap include:

- A higher proportion of women in lower-paid, non-managerial roles.
- Limited female representation in valuation roles, which are traditionally higher paid.
- A significant proportion of women working part-time (64%), compared to men (36%).

Progress and Actions Taken

We have made measurable progress since 2020–21, including increased female representation in key management positions and the introduction of policies that support flexibility and equity. Our ongoing initiatives include:

- **Annual Gender Pay Gap Analysis:** We conduct yearly reviews to identify and address pay inequities across similar roles.
- **Recruitment and Career Development:** We continue to refine our recruitment practices to attract women into valuation roles and provide equal opportunities for advancement.
- **Paid Parental Leave:** We offer eight weeks of paid leave for primary carers and two weeks of paid leave for secondary carers, with superannuation paid during leave.
- **Flexible Work Arrangements:** Our flexible work policy supports remote work and flexible hours, enabling employees to balance professional and personal responsibilities.
- **Women in Leadership Program:** We have launched initiatives to develop female leaders and increase representation in senior roles.

Looking Ahead

We acknowledge that meaningful change takes time and sustained effort. Our priorities for the coming year remain unchanged:

- Reducing the gender pay gap through targeted recruitment and retention strategies.
- Increasing female representation in leadership and valuation roles.
- Continuing to review and enhance policies that promote equity, flexibility, and inclusion.

We are confident that these actions will drive progress toward a more balanced and fair workplace. Opteon is committed to transparency and accountability, and we will continue to share our progress as part of our ongoing partnership with WGEA.