



Australian Government



Workplace  
Gender Equality  
Agency



# 2022 - 23 Gender Equality Reporting

## Submitted By:

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Cash Converters (Cash Advance) Pty Ltd 69127866308

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Finance Administrators Of Australia Pty Ltd 30079378377

Cash Converters Pty Ltd 75009288804

Green Light Auto Group Pty Limited 39131507474

# #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  
Policy; Strategy  
**Performance management processes:** Yes  
Strategy  
**Promotions:** Yes.  
Policy; Strategy  
**Talent identification/identification of high potentials:** Yes Strategy  
**Succession planning:** Yes  
Strategy  
**Training and development:** Yes  
Policy; Strategy  
**Key performance indicators for managers relating to gender equality:** No Not aware of the need
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?  
Yes Policy; Strategy
4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

## Governing Bodies

**Organisation:** Cash Converters International Limited

**1.Name of the governing body:** 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:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 5	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy: Yes****Selected value:** Strategy**6. Target set to increase the representation of women: Yes****6.1 Percentage (%) of target:** 30**6.2 Year of target to be reached:** 2023-12-31**Selected value:****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?**

No

**Selected value:** Other**Other value:** Target to drive female representation**Organisation:** Cash Converters (Cash Advance) Pty Ltd**1.Name of the governing body:** 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:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
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Date Created: 24-05-2023

Member			
	Female (F)	Male (M)	Non-Binary
	2	5	0

4. Formal section policy and/or strategy: Yes

Selected value: Strategy

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

6.1 Percentage (%) of target: 30

6.2 Year of target to be reached: 2023-12-31

Selected value:

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?

No

Selected value: Other

Other value: Target to drive female representation

Organisation: Cash Converters(Stores) Pty Ltd

1. Name of the governing body: 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)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	5	0

4. Formal section policy and/or strategy: Yes

Selected value: Strategy

**6. Target set to increase the representation of women: Yes****6.1 Percentage (%) of target: 30****6.2 Year of target to be reached: 2023-12-31****Selected value:****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?**

No

**Selected value:** Other**Other value:** Target to drive female representation**Organisation:** Finance Administrators Of Australia Pty Ltd**1.Name of the governing body:** 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:**

<b>Chair</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
<b>Member</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	2	5	0

**4.Formal section policy and/or strategy: Yes****Selected value:** Strategy**6. Target set to increase the representation of women: Yes****6.1 Percentage (%) of target: 30****6.2 Year of target to be reached: 2023-12-31****Selected value:**

**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?**

No

**Selected value:** Other**Other value:** Target to drive female representation**Organisation:** Cash Converters Pty Ltd**1.Name of the governing body:** 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	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	2	5	0

**4.Formal section policy and/or strategy:** Yes**Selected value:** Strategy**6. Target set to increase the representation of women:** Yes**6.1 Percentage (%) of target:** 30**6.2 Year of target to be reached:** 2023-12-31**Selected value:****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?**

No

**Selected value:** Other**Other value:** Target to drive female representation

**Organisation:** Green Light Auto Group Pty Limited

**1.Name of the governing body:** 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:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 5	<b>Non-Binary</b> 0

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

**Selected value:** Strategy

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

**6.1 Percentage (%) of target:** 30

**6.2 Year of target to be reached:** 2023-12-31

**Selected value:**

**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?**

No

**Selected value:** Other

**Other value:** Target to drive female representation

**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 be transparent about pay scales and/or salary bands; 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

Created a pay equity strategy or action plan; 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 executive; Trained people-managers in addressing gender bias (including unconscious bias)

**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?

NoNot aware of the need

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

No

Not aware of the need

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

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

Date Created: 24-05-2023

**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

Not aware of the need

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

No

Not aware of the need

**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**

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:** No

Not aware of the need

**Flexible hours of work:** Yes

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

**Job sharing:** No

Not aware of the need

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** No

Not aware of the need

**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

**Unpaid leave:** Yes

Date Created: 24-05-2023

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?

No

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: On the wish list

- 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

**2.3. Breastfeeding facilities**

Yes

Available at SOME worksites

**2.4. Childcare referral services**

No

Insufficient resources/expertise

**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**

No

Insufficient resources/expertise

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

No

Other

**Other:** We have developed Parental Leave Congratulations Packs

**2.9. Parenting workshops targeting fathers**

No

Insufficient resources/expertise

**2.10. Parenting workshops targeting mothers**

No

Insufficient resources/expertise

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

No

Insufficient resources/expertise

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

No

Other

**Other:** Offering flexibility to employees during school holiday breaks

**2.13. On-site childcare**

No

Insufficient resources/expertise

**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?

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

Yes

**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 aware of the need

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

No

Not aware of the need

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

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

No

Other

**Provide Details: For consideration**

**Training of key personnel**

Yes



Date Created: 24-05-2023

**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)**

Yes

**Is the leave period unlimited?**

No

**Number of Days:**

10

**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)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

Date Created: 24-05-2023

**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	5	16	21
			Non-managers	8	27	35
	Part-time	Permanent	Managers	2		2
			Non-managers	2		2
	N/A	Casual	Non-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	16	23	39
			Non-managers	94	132	226
	Part-time	Permanent	Managers	1	1	2
			Non-managers	38	25	63
	N/A	Casual	Non-managers	8	11	19
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	4	2	6
			Non-managers	91	101	192
		Fixed-Term Contract	Managers	1		1
			Non-managers	1	2	3
	Part-time	Permanent	Non-managers	10	6	16
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	11	27	38

\* 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		1	1
			Managers	7	8	15
			Non-managers	99	111	210
	Part-time	Permanent	Non-managers	47	15	62
	N/A	Casual	Non-managers	15	15	30
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	3		3
			Non-managers	10		10
	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	Non-managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	1	1
	Part-time	Permanent	Non-managers	2	2

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	5	16	21
			Non-managers	7	26	33
	Part-time	Permanent	Managers	2		2
			Non-managers	2		2
	N/A	Casual	Non-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	16	23	39
			Non-managers	79	123	202
	Part-time	Permanent	Managers	1	1	2
			Non-managers	33	25	58
	N/A	Casual	Non-managers	7	4	11
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	4	2	6
			Non-managers	80	92	172
		Fixed-Term Contract	Managers	1		1
			Non-managers	1	2	3
	Part-time	Permanent	Non-managers	10	5	15
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	8	11	19

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

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	1
			Managers	7	8	15
			Non-managers	87	98	185
	Part-time	Permanent	Non-managers	34	15	49
	N/A	Casual	Non-managers	12	8	20
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	3		3
			Non-managers	8		8
	Part-time	Permanent	Non-managers	2		2

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	1	1
	Part-time	Permanent	Non-managers	2	2

\* Total employees includes Non-binary



# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* 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*
1. How many employees were promoted?	Full-time	Permanent	Non-managers	1	1	2
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	15	9	24
	Part-time	Permanent	Non-managers	5		5
	N/A	Casual	Non-managers	1	7	8
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers	11	9	20
	Part-time	Permanent	Non-managers		1	1
	N/A	Casual	Non-managers	3	16	19

\* 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	Non-managers	12	13	25
	Part-time	Permanent	Non-managers	13		13
	N/A	Casual	Non-managers	3	7	10
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	2		2
	Part-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		1	1

\* 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	41	96	0	0	137
	Part-time permanent	3	1	0	0	4
Professionals	Full-time permanent	47	56	0	0	103
	Full-time contract	1	0	0	0	1
	Part-time permanent	6	2	0	0	8
Clerical And Administrative Workers	Full-time permanent	34	45	0	0	79
	Part-time permanent	15	7	0	0	22
	Casual	5	23	0	0	28
Sales Workers	Full-time permanent	217	252	0	0	469
	Part-time permanent	51	32	0	0	83
	Casual	13	22	0	0	35

\* 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: All Industries

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	2	3
GM	Full-time permanent	1	7	8
SM	Full-time permanent	4	14	18
OM	Full-time permanent	35	72	107
	Part-time permanent	3	1	4

\* Total employees includes Non-binary



# Workplace Profile Table

Industry: Other Store-Based Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	41	95	0	0	136
	Part-time permanent	3	1	0	0	4
Professionals	Full-time permanent	37	49	0	0	86
	Full-time contract	1	0	0	0	1
	Part-time permanent	6	2	0	0	8
Clerical And Administrative Workers	Full-time permanent	19	26	0	0	45
	Part-time permanent	11	6	0	0	17
	Casual	1	1	0	0	2
Sales Workers	Full-time permanent	185	237	0	0	422
	Part-time permanent	41	31	0	0	72
	Casual	13	22	0	0	35

\* 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: Other Store-Based Retailing

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	2	3
GM	Full-time permanent	1	6	7
SM	Full-time permanent	4	14	18
OM	Full-time permanent	35	72	107
	Part-time permanent	3	1	4

\* Total employees includes Non-binary

# Workplace Profile Table

\* 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

\* 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	0	1	0	0	1
Professionals	Full-time permanent	10	7	0	0	17
Clerical And Administrative Workers	Full-time permanent	15	19	0	0	34
	Part-time permanent	4	1	0	0	5
	Casual	4	22	0	0	26
Sales Workers	Full-time permanent	32	15	0	0	47
	Part-time permanent	10	1	0	0	11

\* 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: Auxiliary Finance and Insurance Services

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

\* Total employees includes Non-binary