



Date Created: 31-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 31-05-2023

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

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: This is part of overall gender equity strategy & policy, but not singled out as a manager KPI

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

YesStrategy

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

An initiative is under way to set strategy around gender equality (and other DEI objectives) various policies and strategies being worked on over a longer period 2023-2030

Governing Bodies

Organisation: Bentley Systems Pty. Limited

1.Name of the governing body: Bentley Systems inc.

2.Type of the governing body: Board of Directors

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
1	5	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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

Selected value:

Other

Other value: the corporate governance documents are publicly published and can be accessed here : <https://investors.bentley.com/corporate-governance/governance-documents>

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: the corporate governance documents are publicly published and can be accessed here : <https://investors.bentley.com/corporate-governance/governance-documents>

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

Strategy

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

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary

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reviews, out-of-cycle pay reviews, and performance reviews); To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

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

2023-02-01

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; Reviewed remuneration decision-making processes; Trained people-managers in addressing gender bias (including unconscious bias); Implemented other changes (provide details):

Other: At each annual salary review, pay & gender analysis is conducted so that adjustments can be made.

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?

No/Other

Other Details:The listed topics are continually reviewed, analysed and amended as needed by HR, in relation to legal requirements, Market norms and best practice.

2. **Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**
No
Other
Other:Gender equality metrics reviewed, analysed and amended as needed by HR.
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?**
Don't know
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
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
No
Currently under development

Estimated Completion Date: 2023-09-01

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)
No
Other

Other: Questions on flexibility are included in the annual engagement survey

Flexible working is promoted throughout the organisation
Yes

Targets have been set for engagement in flexible work
No
Other

Other: A key tenet of Bentley's employment practices is flexible working – both time & location.

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
Currently under development

Estimated Completion Date: 2023-09-01

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Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Currently under development

Estimated Completion Date: 2023-09-01

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

No

Other

Other: A key tenet of Bentley's employment practices is flexible working – both time & location

Team-based training is provided throughout the organisation

No

Currently under development

Estimated Completion Date: 2023-09-01

Other: Yes

Provide Details: Bentley globally has moved to a system of remote / hybrid working to offer optimum flexibility to all staff.

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 Informal options are available

Compressed working weeks: No

Other

Other: Only by exceptional business justification; and same criteria M & F

Flexible hours of work: Yes

SAME options for women and men Informal options are available

Job sharing: No

Not a priority

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 Formal options are available; Informal options are available

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?**

No

Not a priority

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.**

We intend to review paid parental / maternity leave in 2024.

Support for carers

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

No

Not a priority

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: Bentley offers an annual gross allowance in lieu of benefits, which employees can use towards insurance / child care / transportation etc. as they best value.

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

No

Other

Other: May become a consideration as we focus on our gender parity strategies globally.

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Not a priority

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

No

Not a priority

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

No

Not a priority

2.7. Internal support networks for parents

No

Not a priority

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

No

Other

Other: May be accessed through EAP program.

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

No

Other

Other: May be accessed through EAP program.

2.12. Support in securing school holiday care

No

Other

Other: Bentley's hybrid/remote working model aims to assist with this.

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?**

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

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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

Not a priority

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)

No

Other

Provide Details: Our audit obligations prevent us from offering pay advances for any reason.

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Insufficient resources/expertise

Training of key personnel

No

Other

Provide Details: Bentley has trained Mental Health First Aiders and offers EAP, but not specific to DV.

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

No

Insufficient resources/expertise; Other

Provide Details: We have no internal expertise but would direct to the EAP, and also HR could support with research etc.

Workplace safety planning

No

Not a priority

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

No

Other

Provide Details:provided through 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 unpaid leave generally is given - not specific to DV.

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Provide Details: Yes

Unpaid leave and remote working / change of address is available generally, but additional unpaid leave would be a discussion on case by case basis.

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