

2021 BEST PLACES TO WORK

How Australia's best are going *forward* to work.



Shouldn't you be working for the best?

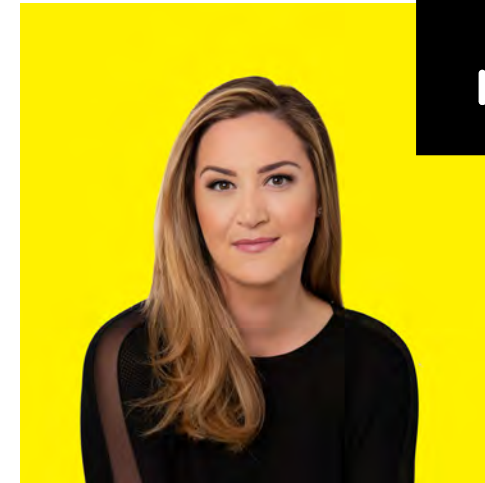
Take our quiz and get matched with organisations that offer what you're looking for and help you to **be your best!**



workforthebest.com

**2021
BEST
PLACES
TO WORK**

WRK+



Zrinka Lovrencic
WRK+ CEO

Methodology

The 2021 study was conducted between September 2020 and June 2021. The results represent 15,689 Australian based employees from 112 companies. The study recognises companies in two size categories: under 100 employees, and over 100 employees.

How The Best Are Selected

The Best Places to Work are selected and ranked by WRK+, an Australian based global workplace research and consulting firm. Each company participating in the study for this list earns a score based on two factors. 60% of the total score comes from employee responses to Engaging People®, a 52-statement employee engagement survey. The survey is distributed on a census basis and minimum completion rates are calculated using a 95% confidence interval. The remaining 40% comes from the WRK+ Culture Insight®, an evaluation of the organisation's policies and procedures in specific people and operations practice areas.

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WRK+ is proud to present the 2021 Best Places to Work study.

We are honored to have had the opportunity to study and celebrate these organisations as they pave the future of Australian workplaces.

The organisations in the study are leading the way amid the pandemic. The crisis has placed a premium on organisations building an inclusive culture, taking this opportunity to bank on the trust they have built with their employees over recent years.

This study was researched and published during the novel coronavirus (COVID-19) crisis, which continues to upend our day-to-day work and personal lives. For many organisations, it is unlikely that a pre-March 2020 style of work will be the future, and a hybrid approach of working is likely to be in place for quite some time, if not the new normal going forward.

This new phase of the crisis will consist of re-organising how we work, travel, congregate, eat, move, and connect. Bringing your people back to the office is not as simple as flicking a switch.

As this publication was going to print, more than 12 million Australians were living through stay-at-home orders.

Though we have not lived through a global health pandemic and are navigating through new waters, we have lived and worked through other crises that we can reflect on and ensure we do not make some of the same mistakes when it comes to creating engaging and positive work experiences for our team members.

Attracting and retaining top talent continues to be the number one focus for most Australian organisations. People are the most scarce, costly, and valuable resource for many organisations, so we must continue to nurture that resource. In celebrating The Best Places to Work, we are also sharing their tips to make the transition of going forward to work smoother.

Let's celebrate those who are dedicated to building great workplaces and congratulate the companies on this year's Best Places to Work list!

Best Places to Work Key

-  Industry
-  Head Office Location
-  Number of People
-  Currently Hiring

Forward To Work

Creating a meaningful workplace experience for the future.

Australian employees have had a rough ride over the past 18 months.

The COVID-19 crisis has turned their world upside down, both at work and at home.

Where we work, the way we work, even if we work, has changed for most of the workforce.

We are in the middle of a global crisis, and we may not even realise when it comes to an end.

While we seem to get caught up in debating if and how the crisis will forever change the future of work and workplaces, it is important that we also focus on helping employees land on their feet and readjust in this constantly evolving situation.

Something that has not changed over the last 18 months is that employees want to be engaged with their role and organisation, collaborate with their team members, and upskill themselves. What has changed in the last 18 months is that these experiences now happen without the social structures of an office.

Understanding how employees feel, and how it is affecting their performance today has been a focus of the 2021 Best Places to Work. An engaged, motivated team is a productive team. On average, the Best organisations increased their headcount by 9.35% and revenue by 25% over the last 12 months.

Employee experience is an investment in longer term success.

For organisations in business for the long haul, a focus on improving employee experience is more essential during this COVID-19 era than ever before.

Redefining The Workplace

As demand for flexible working arrangements grows, organisations need to be ready to pivot and respond to the most significant workplace shake-up in a generation.

The workplace not only refers to the commercial space, but it also now extends to anywhere an employee can connect to the digital work environment.



Left to its own devices, a hybrid workplace could lead to social capital erosion.

Creativity, innovation, culture, and team spirit may become victims of the decrease of physical and visual contact amongst colleagues.

A successful hybrid working environment is about integrating individual technologies, tools, and collaboration for a more holistic employee experience.

Keeping people connected has been a recurring theme at the Best amidst the shift to an increasingly distributed and digital work environment.

One of the ways to accomplish this is to deliver an integrated employee experience.

Targeted employee interactions will ensure that inclusion and support needs are met by both colleagues and leaders.

“Employee experience will be a crucial factor in business success after COVID-19. The best leaders will find that if they invest in employees, employees will invest in them.”



Clorox is a health and wellness company at heart, and this is reflected in their purpose; to champion people to be well and thrive every single day.

Increasing Empowerment

During this transitional period, leaders need to foster an environment which empowers their people to ensure employees feel that the work they are doing is meaningful. No organisation will be untouched by COVID-19. Changes to operations are inevitable, and a culture of transparency and honesty can smooth these changes.

Over the last 12 months, an increasing number of the Best organisations included a wider pool of employees in setting their organisation’s strategy for the coming period. Whilst leadership teams set their organisation’s vision and goals, including team members in setting the strategy is a great way to motivate employees, expedite change, and promote creativity and innovation.

Employees are encouraged to see where their role fits into the bigger picture and contribute to shared success. This in turn permits employees to exercise greater levels of self-management within their work environment.

Supporting Wellbeing

The enforced period of working from home had mixed effects on employees.

Some employees have become accustomed to higher levels of control over their workdays than they previously enjoyed in the office, while others struggled with the blurred line between professional and personal hours. Leaders are encouraged to demonstrate empathy with how their team members are feeling and how their home life has influenced this.

The Best organisations utilised the transition period of the last 12 months to make sure that their organisations are across workplace mental health risk factors.

Channelling teams’ awareness to prioritise self-care, knowing that their wellbeing will also affect the quality of care that they are able to give to their colleagues and clients, as well as supporting them with access to resources that support the different facets of maintaining a healthy lifestyle contribute to a positive workplace experience.

Employee experience will be a crucial factor in business success after COVID-19.

Its importance is too great to be left to just HR leaders or any one department to manage. It is something that must be woven throughout the organisation and sustained throughout the employee lifecycle if the benefits are to be earned.

The best leaders will find that if they invest in employees, employees will invest in them.



Creating a culture of accessibility and communication helps to provide an outstanding employee experience at Fitness Playground.



Kapitol strive to create an environment that encourages employees to confidently progress throughout their career and inspires them to do better every day.

Over 100 Employees.

What does the average best company with over 100 employees look like?



19%

Average Revenue Growth



Average Hours Of Professional Development Per Employee



8%

Average Job Growth



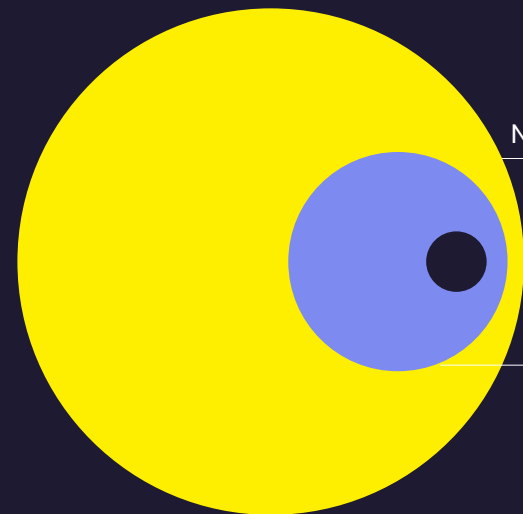
Average Weeks Additional Primary Parent Leave



Offer paid volunteer leave



Have a mental health program in place



67% Non Management

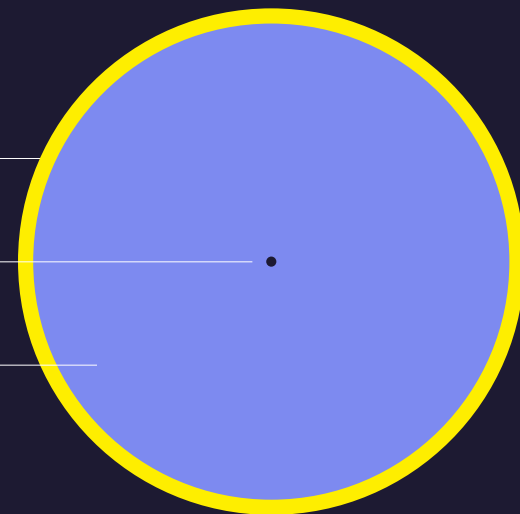
50% Male

8% Executive

1% Other

25% Management

49% Female



#1 Nous Group

Professional Services / Consulting & Mgmt	
Private	344
Australia	Yes

Nous Group was established in 1999 to deliver bold and personalised consulting services.

Nous offers a broad consulting capability that allows them to solve their clients' complex strategic challenges, and partner with them through transformational change.

Speaking up and making suggestions on how to make Nous as high-performing and successful as possible is hard wired into the Nous culture, and a contributor to the immense pride Nousers take in their work. The Nous Advisory Council is a forum to raise ideas and suggestions for change.

The members of the NAC are voted on by their peers as a representative employee group. Each NAC member brings issues or ideas from employees in the offices that they represent.

The bi-annual Nous Days are another opportunity for Nousers to make suggestions. During these days Nous senior leadership reports on progress against strategy and facilitate sessions to consider what Nous can do, or do differently, personally, to drive the strategic priorities. Clients are also invited to speak at the bi-annual strategy days to share why they engaged Nous, how effectively Nous worked with them, and feedback on how Nous could improve their engagement.

Projects undertaken are assessed against Nous values, and employees have the opportunity to express preferences that align to their personal motivation, strengths and areas of development.



The hipages purpose of "Creating Happier Homes Through Effortless Home Improvement" is emulated in their office design as their employees shape and improve the on-demand tradie economy.

#2 hipages

Information Technology / Software		
Public	137	
Australia	Yes	

hipages is Australia's largest online tradie marketplace. With the aim of simplifying property improvements, hipages connect tradies with residential and commercial consumers across the country.

hipages have proudly maintained a company wide 50/50 gender diversity for the past 3 years, which is very rare in the technology industry. They have equal representation of women in their Senior Leadership Team and Board of Directors.

Their journey to 50/50 diversity started in 2016, and they achieved this by setting targets, reviewing practices and pay gaps, and priding themselves on an inclusive culture and diverse workforce.

#3 PEXA

Information Technology / Software		
Private	347	
Australia	Yes	

PEXA has revolutionised the way property is exchanged in Australia, bringing a digital settlement solution to its residential property market.

Collaboration is strong on the agenda at PEXA. They utilise a platform to collect ideas for key areas of focus for the business. The ideas are visible to all employees, and each have a number of votes per day. Ideas that receive the most votes or have the best viability, are tested in a prototyping experiment and then rolled out if the experiment is successful.

#4 AC3

Information Technology		
Private	266	
Australia	Yes	

AC3 is a privately owned Australian ICT Managed Services Provider, specialising in providing secure cloud solutions. AC3 promotes a culture that engages and celebrates every individual.

An internal group called the Inclusion, Diversity & Equality Ambassador Group (IDEA Group) was created with the aim to increase the overall sense of belonging for AC3ers. The IDEAmbassadors act as a voice, representing everyone who is not yet at the table to make AC3 a great, diverse and inclusive place to work. Through advocacy and support at Senior Leadership level, the group works towards overarching themes.

#5 Export Finance Australia

Financial Services / Banking & Finance		
Government	118	
Australia	Yes	

Export Finance Australia is the government's export credit agency. They provide financial expertise and solutions to drive sustainable growth to benefit Australia. Diversity is part of their DNA and has allowed them to flourish with diverse thinking and an inclusive and empowering culture. Export Finance's Reconciliation Action Plan continues to be a focus area, where working group members, stakeholders and employees continue to partner with Aboriginal and Torres Strait communities and businesses to lead to more positive outcomes through relationships, respect, and opportunities. Due to strong engagement, over 60% of the two year plan deliverables were achieved in the first year.

#6 Mastercard Australia

Banking & Financial Services		
Public	739	
USA	Yes	

Mastercard is a global technology company in the payments' industry. In more than 210 countries and territories, Mastercard's products and solutions make everyday commerce activities easier, more secure, and more efficient for everyone.

Mastercard prioritises the physical and mental health of their employees by providing various platforms, which are also open to family members. Through the Mastercard Employee and Family Resource Program, employees and their family members have 24-hour access to confidential help, and up to 6 confidential counselling sessions related to a range of issues, including stress, anxiety, depression, parenting and family issues, and substance abuse.

#7 Uniting Country SA






Social Services		
Non-Profit	265	
Australia	Yes	

Uniting Country SA is a primarily government funded, not for profit, human services organisation delivering services to vulnerable people in northern regional South Australia.

A philosophy of empowering their clients to grow, Uniting Country formally approaches professional development of their team members through their Professional Development Review process. The review is designed to align the role, development, and strategic direction of the company, as well as offer a constructive avenue to celebrate success, set goals, highlight develop opportunities and discuss challenges.






Over 100 Employees.

#8 Wisr

 Financial Services / Banking & Finance
 Public  117
 Australia  Yes

Wisr is Australia's first ASX-listed non-bank lender offering consumer lending services. Wisr is paving the way with innovative solutions in the market, and that process starts within their team. Feedback and ideas are sought from teams via their flat hierarchical culture which allows space and encouragement for employees to talk to anyone about ideas. More structured feedback avenues such as regular surveys, workshops, offsites, learning and hack days enable the team to explore new product ideas and help improve the current products and service. Software releases are shared with the whole company, ensuring that everyone is aware of new features, and can provide further feedback.






#10 First Focus IT

 Information Technology / IT Consulting
 Private  112
 Australia  Yes

First Focus IT are an IT managed Service provider, delivering a range of IT services to mid-market businesses. Onboarding new employees has become significantly more difficult during COVID, because in many instances new employees had to start working from home without physically meeting their peers and manager for several months.

First Focus have implemented a number of initiatives including a live recruitment gauge, new starter announcements on Slack, 1:1 introduction and a buddy system to ensure that all employees are part of the recruitment journey and to create a sense of anticipation when someone joins.

#9 L'OCCITANE Australia

 Retail
 Public  401
 Luxemburg  Yes

L'Occitane en Provence is a French-based retailer of body, face, fragrances and home products. L'Occitane place a significant emphasis on developing existing talent and as such advertise vacancies internally first.

This provides their teams with first preference on new opportunities. L'Occitane constantly encourage team members to be the best they can, and use internal application processes as an opportunity for them to grow their interview skills and reinforce their willingness to progress. They ensure that achievable development plans are put in place to further support and nurture team members in being ready for the next appropriate opportunity.




#11 Keypath Education

 Education & Training
 Private  209
 USA  Yes

Keypath Education is a leading global EdTech company. Keypath partners with universities to develop, design and deliver career-relevant online postgraduate programs that meet the needs of the future of work and help solve global and social challenges. Keypath's commitment to learning and development extends to their employees. Keypath Education recognises that the caliber and capability of their team members is vital in ensuring that they remain successful and are able to deliver on the expectations of their clients.

Keypath empowers employees and encourages their continued growth and development by actively encouraging employees to seek out learning and development opportunities.





#12 Class Limited

 Information Technology / Software
 Public  176
 Australia  Yes

Class transforms the way that businesses do work through innovative cloud solutions. Class started out by pioneering Australia's first cloud based SMSF administration solution, Class Super, and are now a multi-product suite leader. Class pride themselves on being open, approachable, and transparent at all levels, and they start with getting people involved with their Executive leadership early in their career.

As part of the onboarding process, all individuals meet with both the Chief People Officer and the Chief Executive Officer to open the communication channels. As part of their onboarding day, new starters meet with other Executive Leaders to further build upon those relationships.






#14 CROSSMARK

 Retail
 Private  220
 Australia  Yes

CROSSMARK is one of Australia's leading retail marketing services companies that provides clients with retail marketing field solutions that help brands grow faster and more efficiently.

CROSSMARK is an advocate for work-life balance and flexibility. Acknowledging that one size does not fit all, CROSSMARK encourages employees to adjust the way that they work to suit themselves. By offering additional leave, flexible work arrangements, and early mark Fridays, CROSSMARK recognise and appreciate all the hard work, as well as support their employees in achieving work-life balance.






#13 Jetts Fitness

 Sports & Recreation
 Private  499
 Australia  Yes

Jetts is a leading international gym franchise, headquartered on the Sunshine Coast. Jetts was first to market with the 24/7 club model and no lock-in contracts for members.

With 174 clubs in Australia and over 100 clubs internationally, Jetts CEO Elaine Jobson set up a Facebook Group to share what she is doing day-to-day. This serves as a forum where the team can ask questions, provide feedback, and communicate directly with Elaine. Similarly, the group trainers have utilized their own Facebook group where they share with upcoming program formats.

#15 Equinix

 Information Technology
 Private  318
 USA  Yes

Equinix owns and operates the world's most expansive, secure, and sustainable data center and interconnection platform.

Equinix has a shared vision for a better world which is reflected not only in their culture, but also in the Equinix's corporate social responsibility programs. The Equinix Impact team shares a dedicated focus on the company's four main pillars: Community, Service, Wellbeing and Creativity. The Impact team has a huge focus on arranging volunteer opportunities, driving participation in volunteer events, and encouraging all to be aware and involved with local charity initiatives.

What does the average best company with under 100 employees look like?



30%

Average Revenue Growth



Average Hours Of Professional Development Per Employee



13%

Average Job Growth



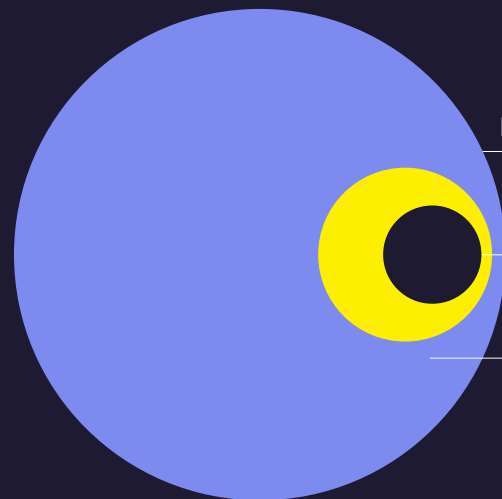
Average Weeks Additional Primary Parent Leave



Offer paid volunteer leave



Have a mental health program in place



65% Non Management

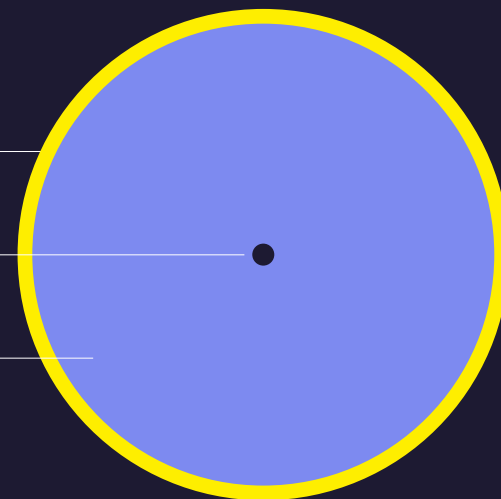
14% Executive

21% Management

49% Male

3% Other

47% Female



#1 Elantis Premium Funding

🏢	Financial Services / Banking & Finance	
🏠	Private	👥 51
📍	Australia	👍 Yes

Elantis Premium Funding operates within the Insurance industry, providing affordable short-term loans to consumers to assist them in managing their insurance costs.

Elantis believes that it is important for all employees to have input into the strategic direction of the business.

Having the entire business participate in strategic conversations means that all employees are aligned and understand the 'why' behind company decisions.

This ensures that everyone is speaking the same language when it comes to the business strategy and outcomes, and that every employee believes in where

they are headed as they were part of the journey to shape where Elantis is going.

Sharing success stories is a part of everyday business at Elantis. The Elantis team members feel an immense sense of pride when they hear stories of individual and team success as well as customer feedback. Sharing stories is essential as it links the amazing work the team does every day to outcomes for the business.






During the 2020 stages of the COVID pandemic, the Elantis team undertook development programs.

It was critical for Elantis to continue to develop and learn in 2020, even with the distraction and challenges of the pandemic. Elantis employees reported that the development programs had a positive and resilient impact on their mindset to get them through COVID.

It helped them to think about the challenges and opportunities in a different way.

Under 100 Employees.

#2 Coloplast

 Health Care		
 Private	 86	
 Denmark	 Yes	

Coloplast is a multinational company that develops, manufactures and markets medical devices and services related to ostomy, urology, continence, and wound care. Coloplast has a Social and Wellbeing committee, which is made up of 6 representatives from across the organisation who represent their teams and together create ideas related to the social and wellbeing of their employees. This committee has contributed many ideas to support their team, including recognising special days such as R U OK Day, Movember and other key mental health and wellbeing days with the aim to normalise discussion and awareness of mental health challenges.



At Smokeball "caring is not optional".





#3 L&A Social Media

 Advertising, Marketing & Communications		
 Private	 35	
 Australia	 Yes	

L&A Social is a Sydney based, leading independent social media agency that specialises in deep, end to end social media.

L&A is a bottom-up lead company. Targets, goals and strategy for the year are decided by the employees at the annual retreat. This enables each team member to understand how their role and KPI's ladder up to the larger company goals. L&A engrain this through five key company rituals - Annual Retreat, monthly All Hands, Culture Councils, OKR's, and company wide scorecards that ladder up all company and individual metrics.






#4 Smokeball

 Information Technology / Software		
 Private	 68	
 Australia	 Yes	

Smokeball develop, build and sell cutting edge legal practice management software.

Smokeball's results-based culture and their core value of "caring is not optional" informs the way that they look after their people. They do this in many ways, including encouraging a healthy work-life balance by offering non-traditional hours, which most of their employees practice. A number of Smokeball senior leaders role model this philosophy by working in part-time roles, proving that you can manage teams and be tremendously successful without having to work a traditional 9 to 5 five-day week.

#5 AvePoint, Inc.

 Information Technology / Software		
 Private	 41	
 USA	 Yes	

AvePoint, is the largest Microsoft 365 data management ISV, offering a SaaS suite of solutions to migrate, manage and protect data. AvePoint is a privately held company headquartered in Jersey City, USA. The core values of agility, passion, and teamwork bring all employees together to create a fun and innovative workplace.

AvePoint is constantly striving to be better, and this starts with the application process which requires individuals to propose an initiative that they think will take AvePoint to the next level. The values at AvePoint encourage cross-collaboration with open feedback for ideas to grow the organisation.

#7 EG

 Real Estate & Property		
 Private	 38	
 Australia	 Yes	

EG invests in real estate on behalf of super funds and private wealth clients to generate outstanding returns and lasting positive social impacts.

With a wish to give team members the gift of time, each year one employee receives a three-month sabbatical to spend on travelling. The lucky winner is determined at random by the "Sabbatical Wheelspin". The employee can choose to spend their sabbatical by either travelling or being a primary carer for their children. For those not on sabbatical, there are end-of-week fun and games activities that include live music, food, drinks, and good company from 4pm on Fridays.

#6 Six Degrees Executive

 Professional Services / Staffing & Recruitment		
 Private	 76	
 Australia	 Yes	

Proudly Australian-owned and operated since 2004, Six Degrees is Australia's leading specialist recruitment and executive search agency.

Flexibility has been offered at Six Degrees since its inception. Their 'family first' ethos allows employees to manage their time and work requirements to achieve a life balance that best suits their individual circumstances. Whether it is starting early or finishing late, working from home for focus time, scheduling personal appointments during work hours, leaving early for study or training, Six Degrees is a business that recognises that work, whilst important, a small part of the greater sum that is life.



EG hosted a Guinness World Record Attempt of the largest human image of a house in support of Youth Off The Streets.



The team at Avenue Dental have a daily values chart that highlights one core value every day.

#8 Avenue Dental

Health Care		
Partnership	88	
Australia	Yes	

Avenue Dental is a growing group of private partnership dental practices on the Sunshine Coast and North Brisbane in Queensland. Avenue Dental's culture is set by their purpose, values, and goals, which drive, focus, and sustain their research and businesses.

Each employee receives a copy of the company Cultural Handbook, which is tailored for their role. The handbook describes Avenue Dental's purpose and core values, and how each person executing their role well is collectively transforming dentistry for their team members, workplace cultures, patient lives and dental experiences, as well as increasing the standard of dentistry in Australia.

#9 eBay Australia

Online Internet Services		
Private	92	
USA	Yes	

eBay Australia's leading online shopping destination seamlessly connects buyers and sellers from around Australia and the world.

eBay's diversity and inclusivity strategy has been developed with a vision is to enable all employees to bring their whole selves to work by fostering an inclusive environment via acknowledging, educating, and celebrating diversity. The internal Communities of Inclusion team are highly visible and run activities, events, and training throughout the year.

Their work is highlighted in fortnightly company-wide team meetings, as well in the Managing Director's weekly emails.

#10 Make It Cheaper

Financial Services / Banking & Finance		
Private	81	
Australia	Yes	

Make It Cheaper was founded in 2009 in response to the newly deregulated energy market. Since then, MIC's main purpose has been to help Aussie businesses save time and money on their energy bills.

MIC's approach to flexible work is constantly reviewed and leaders challenge each other to continue to support their team members' flex-work requests.

MIC encourages teams to come up with new ways to work and work with their employees to make it happen. Success of new programs is celebrated on a regular basis.

#11 Beam Suntory Australia

Manufacturing & Production		
Private	72	
USA	Yes	

Headquartered in Chicago, Beam Suntory is a division of Suntory Holdings Limited of Japan. Beam Suntory is the third largest premium spirits company in the world.

At Beam Suntory it is important that their employees have a rewarding and enjoyable career, and the benefits that they provide are seen as valuable and relevant to their lifestyle. In the wake of the global pandemic, mental health has become a very important focus, so the company has introduced Mental Health days where employees get two extra days off every year to focus on rest and detachment from work.

#12 Core

Real Estate & Property		
Private	52	
Australia	Yes	

Core is a specialised project marketing and property development sales team. They work on brand new developments from medium density to infill spaces and land transactions.

In light of the changes, we all experienced in 2020, Core re-engineered their wellness program to suit the new normal, focusing on helping to nurture their teams' mental and physical health. From daily mindfulness sessions to high intensity workouts, hip hop classes and Pilates, Core developed a weekly program of activities to help break up the day and stay connected to each other. Employees have also been given additional annual leave to recharge.

#13 The Works

Advertising, Marketing & Communications		
Public	48	
Australia	Yes	

The Works is a modern creative agency providing marketing, advertising, and digital and technology services to help create company growth, customer engagement and brand loyalty.

The Works conduct quarterly succession planning to identify their top talent. This group of people get an individual progression plan made to support them in achieving their career goals. Part of the plans include mentoring time with their team partner. During this one-on-one time, they are encouraged to discuss progressing, advice on issues, and generally just pick their brains. This develops a closer relationship with their top talent and all partners.

Under 100 Employees.

#14 Fitness Playground

	Health Care		
	Private		52
	Australia		Yes

Fitness Playground operates in the health and fitness industry with service offerings split between education, gyms, and virtual fitness.

Fitness Playground continually looks for ways to improve their employee experience. Senior managers spend at least one day per week in each club, with the Managing Director sitting down with approximately 20 frontline employees per week. This creates a culture and understanding that senior managers are easily accessible to all employees should they want to communicate with them, and keeps management connected to the clubs, the teams within them, and ultimately the members who they work to service.

#16 Engage Squared

	Information Technology / IT Consulting		
	Private		49
	Australia		Yes

Engage Squared use Microsoft 365 technologies to make work more productive, collaborative and connected.

Engage Squared is driven by an entrepreneurial spirit where anyone can contribute ideas and get involved in shaping the future of the agency. With a belief that great ideas are hard to come by, and that a great idea can come from anyone no matter their role or seniority, the executives at Engage Squared have an open-door policy and encourage people to come forward with ideas or concepts no matter how small, big or crazy they may seem.

#15 Smartsheet

	Information Technology / Software		
	Public		52
	USA		Yes

Smartsheet is a SaaS platform for collaboration and workflow management. The Smartsheet platform allows you to collaborate, manage, and report on work in real time, automate workflows, and deploy new processes at scale. Smartsheet has focused on encouraging employees to prioritise their emotional, mental, and physical wellbeing. They run a 10-session wellbeing webinar series, led by wellness professionals on topics ranging from managing difficult emotions to sleep for emotional wellbeing.

Smartsheet has also made space for employees to share their own experiences and resources, including an employee-led workshop on mental health during uncertain times.



Engage Squared is on a mission to empower employees to enjoy work more.



Inclusiveness is key at TechPath where all employees are part of the innovation journey from product development to deployment at customer sites.

#17 Capital Partners Private Wealth Advisors

	Financial Services / Investments		
	Private		35
	Australia		Yes

Capital Partners Private Wealth Advisors are award winning financial planners based in Perth, WA. Capital Partners provide clarity, certainty, and confidence through comprehensive financial planning.

Capital Partners pride themselves on recruiting and retaining team members that are committed to lifelong learning. Twice a year, they hold growth and development discussions with a twist: managers and peers are invited to be a part of the conversation. The intention is for team members to be actively involved in each other's development journey.

#18 TechPath

	Information Technology / IT Consulting		
	Private		43
	Australia		Yes

TechPath is a Brisbane-based full-service IT company focused on providing technology solutions that make businesses more productive and successful.

A technology company known for being early adopters of various technologies, TechPath is always looking for new products and services to offer the market.

All employees are part of the innovation journey from product development to deployment at customer sites. Employees are encouraged to lodge ideas to discuss at weekly meetings, where ideas and issues are heard, discussed, and resolved. Many great new ideas are created from these meetings.

Under 100 Employees.

#19 Slingshot





 Advertising, Marketing & Communications		
 Private	 43	
 Australia	 Yes	

Slingshot is a young, independent full-service media and digital agency with an ambitious mission: to propel brands and people further, faster.

Each month, employees nominate their peers for doing great work or demonstrating the company values in a way that propels the business forward – further, faster.

Nominations are read during weekly meetings, and at the end of the month the directors select the winner, who receive a gift card. Nominations are submitted almost every day, which is a reflection of the pride that Slingshot employees have in their team and work.




#21 Core Project Consulting

 Professional Services / Engineering		
 Private	 36	
 Australia	 Yes	

Core Project Consulting is an Australian based, independent engineering consultancy firm. Commitment to quality and innovation has earned them a reputation of being a leading engineering consultancy in the property and construction industry.






Core is always on the lookout for ways to improve processes and services. Innovation is supported and nurtured at Core through their Innovation Pillar Group: the group consists of a member from each department who meet on a fortnightly basis to discuss any suggestions that were identified throughout the week, and review what can be shared and implemented as best practice throughout the business.

#20 The Clorox Company Australia & NZ

 Retail		
 Public	 60	
 USA	 Yes	

Clorox is a multinational manufacturer and marketer of consumer and professional products. Clorox is a health and wellness company at heart, and this is reflected in their purpose; to champion people to be well and thrive every single day. Clorox has adopted a holistic approach to its health and wellness subsidy to allow employees to claim costs associated with physical, mental, emotional, and social health. Clorox offers a range of health and wellness events and services to their employees, such as onsite massages, skin checks, flu vaccinations, self-defense classes, yoga classes, financial wellness assessments, and seminars regarding physical, mental, and social health.

#22 i2C Architects

 Professional Services / Architecture & Design		
 Private	 86	
 Australia	 Yes	

i2C is one of Australia's leading architectural firms who offer architectural and interior design, branded environments, and sustainability services in commercial, urban, and retail building environments.

Giving back to the community and having a social conscience has been a core foundation for i2C.

i2C encourages their teams to suggest causes that have meaning to them, and the company does what they can to amplify the causes. The Sydney team had a tree planting day, the Melbourne team got involved with a soup kitchen at Christmas, and the Brisbane team volunteered for a working bee to help build a space for kids.

#23 Bluefin Resources

 Professional Services/Staffing & Recruitment		
 Private	 81	
 Australia	 Yes	






Bluefin Resources Pty Ltd has provided specialist recruitment services in high demand domains across multiple sectors for over 18 years.

In 2020 Bluefin launched a development program with the aim of creating awareness and space to reflect the one thing individuals can focus on that will have the biggest impact on their role. The program is structured with reviews as check-ins, with the view to create another goal as soon as the goal is achieved. This in turn creates perpetuity in the growth of Bluefin people, becoming a cornerstone of what makes Bluefin a great employer.



i2C Architects value pins help to reinforce their company beliefs into the everyday fabric of the business.






#24 Kapitol Group

 Construction		
 Private	 82	
 Australia	 Yes	

Established in 2018, Kapitol Group is a construction company based in Melbourne that provides building services in the education, residential, commercial, and fit-out spaces.

Corporate partnerships are aligned to Kapitol's vision of 'Build the best buildings, do no harm, and improve the construction industry for a better life'. Their work with Landcare is of particular significance as construction and property development is intimately tied to how land is used. They work closely with Landcare on new developments that need to be cleared prior to construction. This ensures that Kapitol balances out construction on land with replenishing of the land.

#25 OnDeck

 Financial Services / Banking & Finance		
 Private	 56	
 USA	 Yes	

A technology-enabled small business lender, OnDeck launched in Australia in 2015 to solve a major issue facing small businesses: efficient access to capital.

A continuous improvement program is an avenue for employees to provide suggestions in relation to process and product. A large whiteboard has been placed in a central location in the office where anyone in the team can make suggestions for improvements to workflow processes, product enhancements and customer experience. Every week, a meeting is held among key stakeholders in the business to review any recommendations on the board and review progress of recommendations that have been actioned.

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