



Public report

2018-19

Submitted by

Legal Name: Frasers Property AHL Limited





Organisation and contact details

Submitting organisation details	Legal name	Frasers Property AHL Limited			
	ABN	12008443696			
	ANZSIC	L Rental, Hiring and Real Estate Services 6712 Non-Residential Property Operators			
	Business/trading name/s	Frasers Property Australia			
	ASX code (if applicable)				
	Postal address	PO Box 3307			
		RHODES NSW 2138			
		AUSTRALIA			
	Organisation phone number	(02) 9767 2000			
Reporting structure	Ultimate parent	Frasers Property AHL Limited			
	Number of employees covered by this report	716			





All organisations covered by this report

Legal name	Business/trading name/s			
Frasers Property AHL Limited	Frasers Property Australia			
Frasers Property Management Australia Pty Ltd				
Frasers Property Queensland Constructions Pty Ltd				
Frasers Property (APG) Pty Ltd				
Frasers Property Industrial Constructions Pty Ltd				

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Workplace profile

Manager

Managan assumational astronomics	Departing level to CEO	Fundament status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0		
EO/Fiedu di Busilless III Australia		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	2	5	7		
		Full-time contract	0	0	0		
Key management personnel	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-2	Full-time permanent	6	15	21		
		Full-time contract	0	0	0		
		Part-time permanent	2	0	2		
		Part-time contract	0	0	0		
Other control (October 1)		Casual	0	0	0		
Other executives/General managers		Full-time permanent	1	5	6		
		Full-time contract	0	0	0		
	-3	Part-time permanent	1	0	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
	-2	Part-time permanent	1	1	2		
		Part-time contract	0	0	0		
Caniar Managara		Casual	0	0	0		
Senior Managers		Full-time permanent	2	24	26		
		Full-time contract	0	0	0		
	-3	Part-time permanent	3	0	3		
		Part-time contract	0	0	0		
		Casual	0	0	0		





Manager ecounctional ectogories	Departing level to CEO	Employment status		No	. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	6	5	11
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	15	34	49
		Full-time contract	0	2	2
		Part-time permanent	5	1	6
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
Other managers	-4	Full-time permanent	31	62	93
		Full-time contract	1	0	1
		Part-time permanent	7	1	8
		Part-time contract	0	0	0
		Casual	1	0	1
		Full-time permanent	8	5	13
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			92	163	255

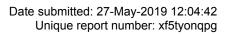




Workplace profile

Non-manager

Non manager accumational actogories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	73	105	8	1	0	0	187
	Full-time contract	5	5	0	0	0	0	10
Professionals	Part-time permanent	16	1	0	0	0	0	17
	Part-time contract	1	1	0	0	0	0	2
	Casual	2	1	0	0	0	0	3
	Full-time permanent	3	49	0	0	0	8	60
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	56	12	0	0	0	0	68
	Full-time contract	5	0	0	0	0	0	5
Clerical and administrative	Part-time permanent	7	1	0	0	0	0	8
	Part-time contract	1	0	0	0	0	0	1
	Casual	2	6	0	0	0	0	8
	Full-time permanent	14	14	0	0	0	0	28
	Full-time contract	2	0	0	0	0	0	2
Sales	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	16	12	0	0	0	0	28
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	rotai employees
	Full-time permanent	0	4	0	0	0	0	4
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	3	24	0	0	0	0	27
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	2	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		207	237	8	1	0	8	461





Reporting questionnaire

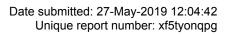
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.2	Retention
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.3	Performance management processes
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority







1.4	Promotions
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.7	Training and development
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	12	9	14	12
Permanent/ongoing part-time employees	5	0	1	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	29	28
Number of appointments made to NON-MANAGER roles (including promotions)	63	58

1.12 How many employees resigned during the reporting period against each category below?

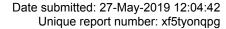
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	9	12	13	24
Permanent/ongoing part-time employees	1	1	7	1
Fixed-term contract full-time employees	0	0	5	0
Fixed-term contract part-time employees	0	0	4	0
Casual employees	0	2	0	0

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.







2.1	Please answer th	ne following	questions	relating to	each gove	erning body	, covered in	this report.
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Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

Frasers Property AHL Limited

2.1b.1 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	5

2.1d.1 Has a target been set to increase the representation of women on this governing body?

☑ No (you may specify why a target has not been set)	
☐ Governing body/board has gender balance (e.g. 40% women/40% men/20%	
☐ Currently under development, please enter date this is due to be completed	l
☐ Insufficient resources/expertise	
□ Do not have control over governing body/board appointments (provide deta	ils why):
owned by overseas entity	
☐ Not a priority	
☐ Other (provide details):	

2.1g.1 Are you reporting on any other organisations in this report?

\boxtimes	Yes
\sqcap	No

2.1a.2 Organisation name?

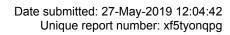
Frasers Property Group Pty Ltd

2.1b.2 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.2 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	5







2.1d.2	.2 Has a target been set to increase the representation of women on this governing body?			
	 Yes No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): owned by overseas entity ☐ Not a priority ☐ Other (provide details): 			
2.1g.2	Are you reporting on any other organis	sations in this report?		
	⊠ Yes □ No			
2.1a.3	Organisation name?			
	Frasers Property Industrial Constructions	Pty Ltd		
2.1b.3	How many Chairs on this governing bo	ody?		
		Female	Male	
	Number	0	1	
2.1c.3	How many other members are on this	governing body (excluding the Chair/s Female	Male	
	Number	O	<u> </u>	
2.1d.3	.3 Has a target been set to increase the representation of women on this governing body? Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% either) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide details why): owned by overseas entity Not a priority Other (provide details):			
2.1g.3	Are you reporting on any other organis	sations in this report?		
2.1a.4	Organisation name?			
	Frasers Property Management Australia I	Pty Ltd		
2.1b.4	How many Chairs on this governing bo	ody?		
		Female	Male	
	Number	0	1	





2.1c.4 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	5

2.1d.4	Has a target been set to increase the representation of women on this governing body?
	☐ Yes ☐ No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): owned by overseas entity ☐ Not a priority ☐ Other (provide details):
2.1g.4	Are you reporting on any other organisations in this report?
	☐ Yes ⊠ No
2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?
	 Yes (select all applicable answers) ☐ Policy ☐ Strategy ☑ No (you may specify why no formal selection policy or formal selection strategy is in place) ☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☑ Do not have control over governing body appointments (provide details why) owned by overseas entity ☐ Not a priority ☐ Other (provide details):
2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)? ☐ Yes ☐ No
2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

3. Do you have a formal policy and/or formal strategy on remuneration generally?





X	Yes (select all applicable answers) Policy
	 ☑ Strategy No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
3.′	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	 Yes (provide details in question 3.2 below) No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) □ Currently under development, please enter date this is due to be completed □ Salaries set by awards/industrial or workplace agreements □ Insufficient resources/expertise □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
	 ☑ 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 reviews, out-of-cycle pay reviews, and performance pay reviews) ☐ To be transparent about pay scales and/or salary bands ☑ To ensure managers are held accountable for pay equity outcomes ☐ To implement and/or maintain a transparent and rigorous performance assessment process ☐ Other (provide details):
	ive you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. inducted a gender pay gap analysis)?
\boxtimes	Yes - the most recent gender remuneration gap analysis was undertaken: ⊠ Within last 12 months
	☐ Within last 1-2 years
	☐ More than 2 years ago but less than 4 years ago ☐ Other (provide details):
	No (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no om for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or alifications)
-	alifications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
	room for discretion in pay changes (because pay increases can occur with some discretion such as performance sessments) Non-award employees paid market rate Not a priority Other (provide details):
4.0	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	As part of our successful WGEA Employer of Choice Citation submission in 2018, we engaged with Ernst and Young to assist in facilitating and guiding us through a formal gender pay gap analysis process.
	As a result of findings we:- * created an action plan
	* analysed the causes of the gaps (if any)





		* reviewed our remuneration decision making processes and corrected like-for-like gaps
		Such analysis now forms part of our yearly remuneration review process.
	4.1	Did you take any actions as a result of your gender remuneration gap analysis?
		 ✓ Yes – indicate what actions were taken (select all applicable answers) ✓ Created a pay equity strategy or action plan ✓ Identified cause/s of the gaps ✓ Reviewed remuneration decision-making processes ✓ Analysed commencement salaries by gender to ensure there are no pay gaps ✓ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) ✓ Analysed performance pay to ensure there is no gender bias (including unconscious bias) ✓ Trained people-managers in addressing gender bias (including unconscious bias) ✓ Set targets to reduce any like-for-like gaps ✓ Set targets to reduce any organisation-wide gaps ✓ Reported pay equity metrics (including gender pay gaps) to the governing body ✓ Reported pay equity metrics (including gender pay gaps) to all employees ✓ Reported pay equity metrics (including gender pay gaps) to all employees ✓ Reported pay equity metrics (including gender pay gaps) externally ✓ Corrected like-for-like gaps ✓ Conducted a gender-based job evaluation process ✓ Implemented other changes (provide details): ✓ No (you may specify why no actions were taken resulting from your remuneration gap analysis) ✓ No unexplainable or unjustifiable gaps identified ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Salaries set by awards/industrial or workplace agreements ✓ Non-award employees are paid market rate ✓ Unable to address cause/s of gaps (provide details why): ✓ Other (provide details):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
Gor	ndor	equality indicator 4: Flexible working and support for employees
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities
emplo suppo to com	yment t rting en ibine pa	will enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements inployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental uality and to maximising Australia's skilled workforce.
5.		RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
		ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND

 \boxtimes Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):

As a lump sum payment (paid pre- or post- parental leave, or a combination)

time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks

indicate how employer funded paid parental leave is provided to women ONLY):

By paying the gap between the employee's salary and the government's paid parental leave scheme

By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of

☐ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please



5a.



☐ No	 By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of
	over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) on, not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
	16
carer	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
their p	rovide superannuation payments for eligible employees on primary carers leave for the unpaid period of parental leave to a maximum of 12 months. This amount will be up to the maximum Superannuation antee (SG) contribution that an employer is required to make under the super laws (currently at this 32per annum). This will be applied to all employees currently on leave for the remaining leave period.
work. to ass the fir	rovide an additional 1 week of personal/ carers leave to eligible employees on their return to permanent. This week will be based on the employee's pre- parental leave work pattern. The purpose of this leave is sist employees in transitioning their baby to childcare or other carer arrangements. We recognise that in st 12 months, young babies are more likely to get ill and need their parents' care. This will be applied to iployees returning to work from today onwards.
5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY
	CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
	☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☑ 91-99% ☐ 100%
5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
	□ Adoption □ Surrogacy □ Stillbirth
	ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the try carer.



6a.

7.



				r SECONDARY CARERS the scheme for secondary ca	at is available for men and arers?
☐ No	o, we offer paid o, we offer paid o (you may spec ☐ Currently t ☐ Insufficient	parental leave for SECO ify why employer funded inder development, pleas resources/expertise nt scheme is sufficient ity	NDARY CARERS I paid parental leav	that is available to men ONL that is available to women O re for secondary carers is no s due to be completed	NLY
6.1		eave are provided (e.g.			DARY CARERS? If different IUM number of days provided
	10				
				ntion on your paid parental have in place etc, please	
6.2	CARERS? • In you <10 10- 21- 31-	or calculation, you MUS 0% 20% 30% 40% 50% 60% 70% 80% 99%		o employer funded paid pa	arental leave for SECONDARY e proportion.
6.3	Please indica	te whether your emplo	yer funded paid p	parental leave for secondar	ry carers covers:
	✓ Adoption✓ Surrogacy✓ Stillbirth				
		ERS have taken parenta parental leave, regardle		e reporting period (paid an imenced.	d/or unpaid)? Include
		Drimany	r'a lagua	Cocondon	orla lagua
		Primary carei Female	rs leave Male	Secondary care Female	Male
Mana	gers	10	5	0	7

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.





	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	26	4	0	11

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	2	0

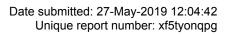
- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	2	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	 ✓ Yes (select all applicable answers) ✓ Policy
	☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Doe't offer flouible arrangements
	□ Don't offer flexible arrangements□ Not a priority□ Other (provide details):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy
	 No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (aggreed adds):
	Other (provide details): Current informal practice with HR assistance to encourage support for employees in this situation which is well received and openly practiced in the business. Our formal policy on Flexible Work Practices, adopting an all releasing the provided in this case.
	roles flex approach, has greatly assisted in this area. During our 2019 Employee Culture Survey, the following were responses regarding our employees ability to balance their family and carer responsibilities

"I have the flexibility I need to manage my work and other commitments" to which 86.24% of respondents answered Agree or Strongly Agree.

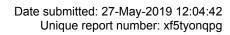
11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?







⊠ Yes	
∐ No	(you may specify why non-leave based measures are not in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Not a priority ☐ Other (provide details):
	United (provide details).
11.1	Please select what support mechanisms are in place and if they are available at all worksites.
	 Where only one worksite exists, for example a head-office, select "Available at all worksites".
	Employer subsidised childcare
	Available at some worksites only
	Available at all worksites
	☐ On-site childcare
	A vailable at some worksites only
	Available at all worksites
	☐ Breastfeeding facilities
	☑ Available at some worksites only☐ Available at all worksites
	☐ Childcare referral services
	Available at some worksites only
	Available at all worksites
	☐ Internal support networks for parents
	☐ Available at some worksites only
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave)
	Available at some worksites only
	Available at all worksites
	Information packs to support new parents and/or those with elder care responsibilities
	 ☐ Available at some worksites only ☐ Available at all worksites
	 ☒ Referral services to support employees with family and/or caring responsibilities
	Available at some worksites only
	Available at all worksites
	☐ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	☐ Available at all worksites
	Support in securing school holiday care
	Available at some worksites only
	Available at all worksites
	Coaching for employees on returning to work from parental leave
	☐ Available at some worksites only☐ Available at all worksites
	☐ Available at all worksites ☐ Parenting workshops targeting mothers
	Available at some worksites only
	Available at all worksites
	□ Parenting workshops targeting fathers
	☐ Available at some worksites only
	☐ None of the above, please complete question 11.2 below
_	
	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
violen	Ce?
_	
⊠ Yes	s (select all applicable answers)
	□ Policy □ Strategy
	☐ Strategy (you may specify why no formal policy or formal strategy is in place)
☐ 140	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements
	☐ Not aware of the need
	□ Not a priority







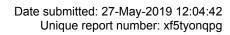
	Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor)
	 ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement
	 ☑ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
	 ☒ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☒ Access to unpaid leave ☒ Confidentiality of matters disclosed
	 ☐ Referral of employees to appropriate domestic violence support services for expert advice ☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements
	 ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location
	 ☑ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse)
	 Other (provide details): Access to temporary mobile phone, utilisation of flexible work options, counselling, relocation
	 No (you may specify why no other support mechanisms are in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	☐ Not aware of the need☐ Not a priority☐ Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women
1-7.	AND men? • flexible hours of work
	compressed working weeks
	time-in-lieutelecommuting
	• part-time work
	• job sharing
	• carer's leave
	 purchased leave unpaid leave.
	Options may be offered both formally and/or informally.
	For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
	☑ Yes, the option/s in place are available to both women and men.
	No, some/all options are not available to both women AND men.
	 14.1 Which options from the list below are available? Please tick the related checkboxes. Unticked checkboxes mean this option is NOT available to your employees.





	Mar	nagers	Non-managers		
	Formal	Informal	Formal	Informal	
Flexible hours of work	\boxtimes		\boxtimes		
Compressed working weeks					
Time-in-lieu				\boxtimes	
Telecommuting			\boxtimes		
Part-time work	\boxtimes		\boxtimes		
Job sharing			\boxtimes		
Carer's leave			\boxtimes		
Purchased leave					
Unpaid leave					

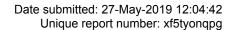
		Part-time work	\boxtimes		\boxtimes	
		Job sharing	\boxtimes		\boxtimes	
		Carer's leave	\boxtimes		\boxtimes	
		Purchased leave				
		Unpaid leave	\boxtimes		\boxtimes	
	14.3	You may specify why any of the above option Currently under development, please enter de Purchased Leave Policy has been approved Insufficient resources/expertise Not a priority Other (provide details):	ate this is due	to be completed	employees.	
	14.4	If your organisation would like to provide add please do so below:	ditional inform	nation relating to	o gender equa	lity indicator 4,
		We are committed to ensuring that all our expectant parents have the opportunity to undertake parental responsibilities outside of traditional realms. To this end, when an employee enquires regarding secondary leave, we also ensure that they are aware of their eligibility to utilise this AND our primary parental leave options. We are seeing an increase in participation of male employees utilising both these options. We have experienced an increase in male utilisation of primary carers leave from 1 in 2016 to 9 for the current reporting period. We see this as aiding gender equality opportunities that benefit the broader community and not just our own organisational aspirations in this space. This is something we are particularly proud of. During our February 2019 Employee Culture Survey, when asked:- "My organisation supports employees who are victims of domestic and family violence" 85.76% answered Agree or Strongly Agree As we continue to work through our White Ribbon Accreditation process we expect this to increase, however are heartened with this initial strong response that there is reasonable awareness of our supportive approach and commitment.				are aware of se in male this as aiding ational % answered ease, however
CON This go	cerr	equality indicator 5: Consulting gender equality in the way	orkplace	•		
15.	⊠ Ye	you consulted with employees on issues conces (you may specify why you have not consulted wit Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):			·	
	15.1	How did you consult with employees on issu	es concerninç	g gender equalit	y in your wor	kplace?







	 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): In the last 12 months we have implemented Workplace by Facebook and use this as an effective communication and consultation mechanism with our team on various HR related matters, including gender equality.
15.2	Who did you consult?
	 ☑ All staff ☐ Women only ☐ Men only ☐ Human resources managers ☐ Management ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ Women and men who have resigned while on parental leave ☐ Other (provide details):
15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
	We are immensely proud of our progress and achievement in gender equality, particularly those achieved in the last 12 months with our successful Employer of Choice Citation. Consultation with our employees during our regular Employee Culture Surveys provided the following insights
	when conducted in February 2019: "My immediate manager/supervisor genuinely supports equality between genders" 90.4% Agree or Strongly Agree
	"I have the flexibility I need to manage my work and other commitments" 86.24% Agree or Strongly Agree "In my organisation gender-based harassment and sexual harassment is not tolerated" 94.88% Agree or Strongly Agree
Gendei	equality indicator 6: Sex-based harassment and discrimination
participation	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy training of managers on SBH is in place.
16. Do y	ou have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
⊠ Y	es (select all applicable answers) ☑ Policy ☐ Strategy
□N	o (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
	 ✓ Yes No (you may specify why a grievance process is not included) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







		☐ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 42.9% females and 57.1% males.

Promotions

- 2. 60.4% of employees awarded promotions were women and 39.6% were men
 - i. 65.4% of all manager promotions were awarded to women
 - ii. 55.6% of all non-manager promotions were awarded to women.
- 3. 7.4% of your workforce was part-time and 11.3% of promotions were awarded to part-time employees.

Resignations

- 4. 49.4% of employees who resigned were women and 50.6% were men
 - i. 40.0% of all managers who resigned were women
 - ii. 53.7% of all non-managers who resigned were women.
- 7.4% of your workforce was part-time and 17.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 11.1% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: CFMEU - New South Wales and Victoria CEO sign off confirmation Name of CEO or equivalent: Rod Fehring CEO signature: Date: