



Public report

2018-19

Submitted by

Legal Name: Elders Limited

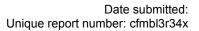






Organisation and contact details

Submitting organisation details	Legal name	Elders Limited		
	ABN	34004336636		
	ANZSIC	A Agriculture, Forestry and Fishing 0529 Other Agriculture and Fishing Suppor Services		
	Business/trading name/s			
	ASX code (if applicable)	ELD		
	Postal address	GPO Box 551 ADELAIDE SA 5001		
		AUSTRALIA		
	Organisation phone number	(08) 8425 4000		
Reporting structure	Ultimate parent	Elders Limited		
	Number of employees covered by this report	2,245		







All organisations covered by this report

Legal name	Business/trading name/s
Elders Limited	
Elders Rural Services Australia Limited	





Workplace profile

Manager

Manager and a standard	Deposition level to OFO	Francis was and adolers		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
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Var. management namage		Casual	0	0	0
Key management personnel	-2	Full-time permanent	0	2	2
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	4	8
		Full-time contract	0	0	0
Other executives/General managers	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	4	4
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Conjor Managara		Casual	0	0	0
Senior Managers		Full-time permanent	4	24	28
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0





Managan assumational acts assiss	Deposition level to CEO	Complex was at atotics		No	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	22	22
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	F M TO	0	
		Casual		0	
		Full-time permanent	2	8	10
	-2	Full-time contract	0	0	0
		Part-time permanent	5	0	5
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	13	70	83
		Full-time contract	0	0	0
	-3	Part-time permanent	2	0 0 13 70 0 0 2 1	3
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
Other managers		Full-time permanent	4	72	76
		Full-time contract	0	0	0
	-4	Part-time permanent	0	1	1
		Part-time contract	0	0	0
		Casual	0		0
		Full-time permanent	2	22	24
		Full-time contract	0	0	0
	-5	Part-time permanent	0	1	1
		Part-time contract	0 0 0	0	
		Casual	0	0	0
Grand total: all managers			36	236	272

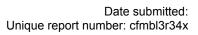




Workplace profile

Non-manager

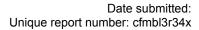
Non manager equipational estagaries	Employment status	No. of employees (exclude	ding graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)	Total amplayees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total employees
	Full-time permanent	24	44	0	0	0	0	68
	Full-time contract	0	3	0	0	0	0	3
	Part-time permanent	7	0	0	0	0	0	7
	Part-time contract	1	0	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	2	0	0	0	0	2
	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	256	42	0	0	0	0	298
	Full-time contract	14	8	0	0	0	0	22
Clerical and administrative	Part-time permanent	106	3	0	0	0	0	109
	Part-time contract	3	0	0	0	0	0	3
	Casual	59	3	0	0	0	0	62
	Full-time permanent	222	716	0	0	0	0	938
	Full-time contract	6	9	1	1	0	0	17
Sales	Part-time permanent	38	15	0	0	0	0	53
	Part-time contract	1	1	0	0	0	0	2
	Casual	19	24	0	0	0	0	43
	Full-time permanent	0	20	0	0	0	0	20
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	11	0	0	0	0	14







Non manager equipational estageries	Employment status	No. of employees (exclud	ling graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	l otal employees
	Full-time permanent	21	43	0	0	0	0	64
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	6	1	0	0	0	0	7
	Part-time contract	1	1	0	0	0	0	2
	Casual	69	168	0	0	0	0	237
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	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
Grand total: all non-managers	•	856	1,115	1	1	0	0	1,973







Reporting questionnaire

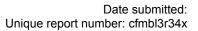
Gender equality indicator 1: Gender composition of workforce

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	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	15	16	15
Permanent/ongoing part-time employees	2	0	0	1
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)	12	52
Number of appointments made to NON-MANAGER roles (including promotions)	300	273

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	0	11	91	120
Permanent/ongoing part-time employees	2	1	21	0
Fixed-term contract full-time employees	1	0	8	6
Fixed-term contract part-time employees	0	0	1	0
Casual employees	0	0	19	17

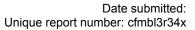
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Key performance indicators relating to gender equality are in place for the CEO and Executive Committee.

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 the following	questions relating to eac	th governing body covered	l 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.

2.1a.1 (Organisation	name?
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Elders 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	2	2

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

☐ Yes	
	you may specify why a target has not been set)
ı	oxtimes Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
ſ	☐ Currently under development, please enter date this is due to be completed
ſ	☐ Insufficient resources/expertise
ſ	Do not have control over governing body/board appointments (provide details why):
ſ	☐ Not a priority
ſ	Other (provide details):

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

\boxtimes	Yes
	Nο

2.1a.2 Organisation name?

Elders Rural Services Australia Limited

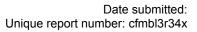
2.1b.2 How many Chairs on this governing body?

	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	3

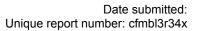
2.1d.2 Has a target been set to increase the representation of women on this governing body?







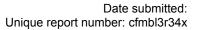
		 Yes No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): ☐ Not a priority ☐ Other (provide details):
	2.1g.2	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?
		 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) ☐ 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.
Gen	ıder	equality indicator 3: Equal remuneration between women and men
	remune r equalit	ration between women and men is a key component of improving women's economic security and progressing y.
3.	Do you	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers) Solicy
	☐ No	☐ Strategy (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):







	3.1	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):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	⊠ Ye	s - 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):
		Use (provide details). (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 for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
	qualifi IS roo	cations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there means for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) Non-award employees paid market rate Not a priority Other (provide details):
	4.01	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).
	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







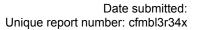
	Reported pay equity metrics (including gender pay gaps) externally
	☐ Conducted a gender-based job evaluation process
	☐ Implemented other changes (provide details):
	No (you may specify why no actions were taken resulting from your remuneration gap analysis)
	☐ No unexplainable or unjustifiable gaps 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):
	☐ Not a priority
	Other (provide details):
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3,
	please do so below:
	picace de de below.

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamenta to gender equality and to maximising Australia's skilled workforce.

combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental gender equality and to maximising Australia's skilled workforce.		
A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.		
Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?		
 ☑ Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer): ☐ 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 time 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) ☐ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please 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 time 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) ☐ No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funder paid parental leave is provided to men ONLY): ☐ By paying the employee's full salary (in addition to the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid parental leave scheme), regardless of the period of time 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) ☐ No, not available (you may specify why this leave is not provided) ☐ Currently under deve		

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:







8

5a.	care	ur organisation would like to provide additional information on your paid parental leave for primary is e.g. eligibility period, where applicable the maximum number of weeks provided, and other igements you may have in place, please do so below.
	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%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers: ☑ Adoption ☑ Surrogacy ☑ Stillbirth
6.	prima Do ya wom	ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer. Du provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers? Description we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) or offer paid parental leave for SECONDARY CARERS that is available to women ONLY or offer paid parental leave for SECONDARY CARERS that is available to women ONLY or offer paid parental leave for secondary carers is not paid) 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):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		10
6a.	If you	ur organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

- 6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY 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%

6.3 Please indicate whether your employer funded paid parental leave for secondary carers covers:

\boxtimes	Adoption
\boxtimes	Surrogacy
\boxtimes	Stillbirth

7. How many 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
Managers	2	0	0	3

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	33	0	0	20

- 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	0	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	5	0

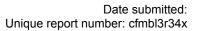
۵	Do you have	a formal nolicy a	nd/or formal strategy o	an flavibla warkina	arrangomonte?
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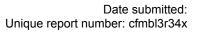
	□No	 Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Don't offer flexible arrangements Not a priority Other (provide details):
10.	Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		s (select all applicable answers) Policy Strategy (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):
11.		u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ 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):
	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
		☐ 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
	☐ Parenting workshops targeting mothers
	Available at some worksites only
	Available at all worksites
	☐ Parenting workshops targeting fathers
	Available at some worksites only
	☐ Available at all worksites
	☐ None of the above, please complete question 11.2 below
2.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	☐ 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 agreements
	☐ Not aware of the need
	□ Not a priority
	Other (please provide details):
	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
	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):
	Paid leave on a case by case basis
	☐ 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):
4.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work • compressed working weeks • time-in-lieu • telecommuting
	• part-time work
	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.

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

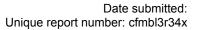
14.3	You may specify why any of the above options are NOT available to your employees.		
	 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 		
14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:		

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

	may specify why you have not consulted with employees on gender equality) Not needed (provide details why):
	Not needed (provide details why):
	nsufficient resources/expertise
=	Not a priority
	Other (provide details):

15.







Gender equality indicator 6: Sex-based harassment and discrimination

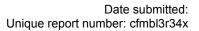
The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16.	Do yo	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?			
		s (select all applicable answers) Policy Strategy (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			
	17.1	☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 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 39.8% females and 60.2% males.

Promotions

- 2. 40.4% of employees awarded promotions were women and 59.6% were men
 - i. 25.0% of all manager promotions were awarded to women
 - ii. 50.0% of all non-manager promotions were awarded to women.
- 3. 8.7% of your workforce was part-time and 5.8% of promotions were awarded to part-time employees.

Resignations

- 4. 48.0% of employees who resigned were women and 52.0% were men
 - i. 20.0% of all managers who resigned were women
 - ii. 49.5% of all non-managers who resigned were women.
- 5. 8.7% of your workforce was part-time and 8.4% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 14.3% 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
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 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:						
CEO sign off confirmation						
Name of CEO or equivalent:	Confirmation CEO has signed the report:					
Mark Allison	Yes					
CEO signature:	Date: 28 May 2019					