



Public report

2017-18

Submitted by

Legal Name:

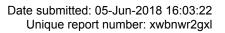
Equifax Australasia Group Services Pty Limited





Organisation and contact details

Submitting organisation details	Legal name	Equifax Australasia Group Services Pty Limited					
	ABN	24065818939					
		K Financial and Insurance Services					
	ANZSIC	6419 Other Auxiliary Finance and Investment Services					
	Business/trading name/s						
	ASX code (if applicable)						
	Postal address	Level 15, 100 Arthur Street					
		NORTH SYDNEY NSW 2060					
		AUSTRALIA					
	Organisation phone number	0292787719					
Reporting structure	Ultimate parent	Equifax Incorporated					
	Number of employees covered by this report	811					



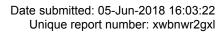




Workplace profile

Manager

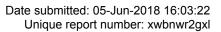
Managara	Description level to OFO	Formular was not about	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	0	1	1	
		Full-time contract	0	0	0	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0	
OLO/Fiedd of Edomeso III / Additalla		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	2	4	6	
		Full-time contract	0	0	0	
	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
May management named a		Casual	0	0	0	
Key management personnel	-2	Full-time permanent	1	0	1	
		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	0	1	1	
		Full-time contract	0	0	0	
	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	8	26	34	
		Full-time contract	0	0	0	
Senior Managers	-2	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	1	1	
	-3	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	







Manager occupational categories	Reporting 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
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	10	12
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	16	57	73
	-3	Full-time contract	1	0	1
		Part-time permanent	3	1	4
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
Other managers	-4	Full-time permanent	10	40	50
		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	1	9	10
		Full-time contract	0	0	0
	-5	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-6	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			47	156	203



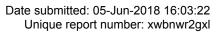




Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total employees
TNOTI-manager occupational categories	Limpioyiment status	F	M	F	М	F	M	Total employees
	Full-time permanent	176	278	0	0	0	0	454
	Full-time contract	1	11	0	0	0	0	12
Professionals	Part-time permanent	19	7	0	0	0	0	26
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	2	0	0	0	0	5
	Full-time permanent	0	0	0	0	0	0	0
	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	8	1	0	0	0	0	9
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	0	0	0	0	0	3
	Full-time permanent	20	73	0	0	0	0	93
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	4	0	0	0	0	0	4
	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
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 ecoungtional estageries Employment status		No. of employees (excluding	graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	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	0	1	0	0	0	0	1
	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		235	373	0	0	0	0	608





Reporting questionnaire

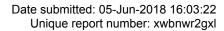
Gender equality indicator 1: Gender composition of workforce

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 2017 to 31 March 2018. (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	13	46	38	47
Permanent/ongoing part-time employees	0	0	3	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)	19	70
Number of appointments made to NON-MANAGER roles (including promotions)	128	192

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

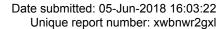
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	11	18	39	70
Permanent/ongoing part-time employees	0	0	4	2
Fixed-term contract full-time employees	0	0	4	2
Fixed-term contract part-time employees	0	1	0	0
Casual employees	0	0	2	2

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.







	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?				
	Equifax Inc				
2.1b.1	How many Chairs on this governing I	body?			
		Female	Male		
	Number	0	1		
2.1c.1	How many other members are on this	s governing body (excluding the Chair/			
	Number	Female 2	Male 10		
	Turniber		10		
	 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): Equifax is listed on the NYSX ☐ Not a priority ☐ Other (provide details): 				
2.1g.1	Are you reporting on any other organ	nisations in this report?			
	☐ Yes ⊠ No				
2.2	Do you have a formal selection policy organisations covered in this report?	y and/or formal selection strategy for g	overning body members for ALL		
	☐ In place for some governing I☐ Currently under development☐ Insufficient resources/experti	t, please enter date this is due to be comp se erning body appointments (provide details	leted		

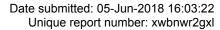
Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an

"incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?

Please answer the following questions relating to each governing body covered in this report.

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2.3







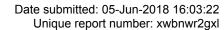
	Yes
\boxtimes	No

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.

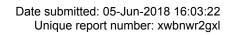
3.	Do you have a formal policy and/or formal strategy on remuneration generally?
	 Yes (select all applicable answers)
	3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	 ☐ Yes (provide details in question 3.2 below) ☑ No (you may specify why pay equity 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): Equifax conducts regular pay equity audits
4.	Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?
	 ✓ 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 room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) ✓ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) ✓ Non-award employees paid market rate ✓ Not a priority ✓ Other (provide details):
	 ☐ Non-award employees paid market rate ☐ Not a priority







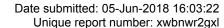
4.	O1 You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	Pay equity audits are conducted organisation wide by remuneration band
4.	1 Did you take any actions as a result of your gender remuneration 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 the executive ☐ 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.	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
with f	er equality indicator 4: Flexible working and support for employees family and caring responsibilities ator will enable the collection and use of information from relevant employers about the availability and utility of
supportin to combin	ent terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements g employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men be paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental equality and to maximising Australia's skilled workforce.
	"PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having teater responsibility for the day-to-day care of a child.
D	o you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND en, in addition to any government funded parental leave scheme for primary carers?
tir	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 ne 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 dicate how employer funded paid parental leave is provided to women ONLY):







	☐ No paid p	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) 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:					
		6					
5a.	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.					
	6 wee	6 weeks at full time salary or 12 weeks at half pay. Must be employed for 12 months.					
	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%					
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.					
		ou 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?					
	☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave), we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (e.g. paternity leave) (you may specify why employer funded 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:

5

6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

A secondary carer may access up to an additional 5 weeks paid leave if they are to be considered a Primary Carer during the 1st twelve months. eg if the Primary Carer chooses to go back to work, the Secondary Carer then becomes the Primary Carer

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%			

J 1- 1 U /
41-50%
51-60%
61-70%
71-80%
81-90%

■ 81-90%■ 91-99%■ 100%

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	4	4	0	6

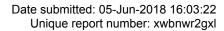
7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	13	4	0	7

- 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	1	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.



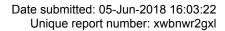




 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	2	0

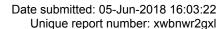
9.	Do yo	ou have a formal policy and/or formal strategy on flexible working arrangements?
	⊠ Ye	s (select all applicable answers) ☑ Policy ☑ Strategy
	□ No	(you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Don't offer flexible arrangements Not a priority Other (provide details):
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye	s (select all applicable answers) Note: The second control of the
	□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 ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.	Do yo	ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities
		mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	
	∐ No	y (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 ☐ Available at some worksites only
		☐ Available at all worksites ☐ On-site childcare ☐ 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
		Available at all worksites 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 all 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
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 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 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 paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)







Other	(provide	details):
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- 14. 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
 - 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 me	en.
☐ No, some/all options are not available to both women AND me	en.

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

449	Var. marramacific ruby and of the above	ontions are NOT available to your employee	_

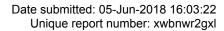
☐ Currently under development, please enter date this is due to be completed	
☐ Insufficient resources/expertise	
Not a priority Not	
Other (provide details):	

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.

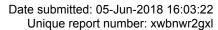
15. Have you consulted with employees on issues concerning gender equality in your workplace?







	⊠ Ye	
	∐ No	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise
		☐ Not a priority
		Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		☑ Survey☑ Consultative committee or group
		□ Focus groups
		 ☑ Exit interviews ☑ Performance discussions
		☐ Other (provide details):
	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.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation.	n 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 raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (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 (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):	
Do you provide training for all managers on sex-based harassment and discrimination preven	tion?
 Yes - 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): No (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 equaplease do so below:	ality indicator 6,

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 34.8% females and 65.2% males.

Promotions

- 2. 36.7% of employees awarded promotions were women and 63.3% were men
 - i. 22.0% of all manager promotions were awarded to women
 - ii. 46.6% of all non-manager promotions were awarded to women.
- 3. 4.7% of your workforce was part-time and 2.0% of promotions were awarded to part-time employees.

Resignations

- 4. 38.7% of employees who resigned were women and 61.3% were men
 - i. 36.7% of all managers who resigned were women
 - ii. 39.2% of all non-managers who resigned were women.
- 5. 4.7% of your workforce was part-time and 4.5% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 17.6% 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
- 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: Not applicable CEO sign off confirmation Name of CEO or equivalent: Michael Cutter CEO signature: Date: