



Public report

2019-20

Submitted by

Legal Name:

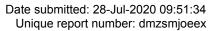
Ensign Services (Aust.) Pty Ltd





Organisation and contact details

Submitting organisation details	Legal name	Ensign Services (Aust.) Pty Ltd
	ABN	40006254306
	ANZSIC	S Other Services
	ANZOIG	9531 Laundry and Dry-Cleaning Services
	Business/trading name/s	
	ASX code (if applicable)	SPO
	Postal address	549 St Kilda Road
		Melbourne VIC 3004
		AUSTRALIA
	Organisation phone number	0392697768
Reporting structure	Ultimate parent	Spotless Group Holdings Limited
	Number of employees covered by this report	1,593



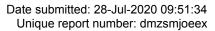




Workplace profile

Manager

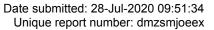
Manager ecounational actagories	Departing level to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	6	6		
		Full-time contract	0	0	0		
Other executives/General managers	-1	Part-time permanent	0	0	0		
Other executives/Oerieral managers		Part-time contract	0	0	0		
		Casual	0	0	0		
	-1	Full-time permanent	0	3	3		
		Full-time contract	0	1	1		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-2	Full-time permanent	3	10	13		
		Full-time contract	0	0	0		
Senior Managers		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		
	-3	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	2	2	4		
		Full-time contract	0	0	0		
Other managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		







Managar occupational actogorica	Manager occupational categories Reporting level to CEO Employment status			No. of employees			
ivialitagei occupational categories			F	М	Total employees		
		Full-time permanent	13	10	23		
		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	6	10	16		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers			25	52	77		



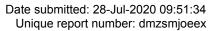




Workplace profile

Non-manager

Non-more constituted actions	Considerate and adaptive	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	lo. of apprentices (if applicable)	
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	4	3	0	0	0	0	7
	Full-time contract	0	0	0	0	0	0	0
Professionals	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	39	0	0	0	2	41
	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	27	7	0	0	0	0	34
	Full-time contract	0	1	0	0	0	0	1
Clerical and administrative	Part-time permanent	14	4	0	0	0	0	18
	Part-time contract	0	0	0	0	0	0	0
	Casual	9	11	0	0	0	0	20
	Full-time permanent	3	4	0	0	0	0	7
	Full-time contract	0	0	0	0	0	0	0
Sales	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	54	0	0	0	0	57
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	1	4	0	0	0	0	5
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	16	0	0	0	0	18







Non manager equipational estagerica	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	481	221	0	0	0	0	702
	Full-time contract	0	7	0	0	0	0	7
Labourers	Part-time permanent	160	84	0	0	0	0	244
	Part-time contract	0	0	0	0	0	0	0
	Casual	180	175	0	0	0	0	355
	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		884	630	0	0	0	2	1,516





Reporting questionnaire

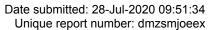
Gender equality indicator 1: Gender composition of workforce

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 2019 to 31 March 2020. (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	1	4	2	0
Permanent/ongoing part-time employees	0	0	0	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 were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	3	13
Number of appointments made to NON-MANAGER roles (including promotions)	126	177

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

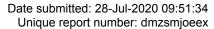
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	5	30	30
Permanent/ongoing part-time employees	0	0	20	19
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	27	36

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



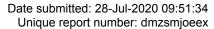




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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.

b.1	What gender is the Chair on	this governing body (if the role	of the Chair rotat	es, enter the gender of the				
	Chair at your last meeting)?							
		Fema		Male				
	Number	0		1				
c.1	How many other members a	are on this governing body (exc	uding the Chair/s	?				
		Fema	е	Male				
	Number	0		4				
d.1	Has a target been set to ince ☐ Yes ☐ No (you may specify why a	rease the representation of won	en on this goverr	ing body?				
	☐ Governing body/bo☐ Currently under de☐ Insufficient resourc☐ Do not have contro	ard has gender balance (e.g. 40% velopment, please enter date this es/expertise I over governing body/board apports has majority shareholding of the	s due to be comple intments (provide d	etails why):				
g.1	Are you reporting on any ot	her organisations in this report	?					
g.1	Are you reporting on any ot ☐ Yes ☐ No	her organisations in this report	?					
g.1	☐ Yes ☑ No	ion policy and/or formal selecti		verning body members for				
g.1	☐ Yes ☐ No Do you have a formal select organisations covered in th ☐ Yes (select all applicable a ☐ Policy	ion policy and/or formal selecti is report?		verning body members for				
g.1	☐ Yes ☐ No Do you have a formal select organisations covered in th ☐ Yes (select all applicable a ☐ Policy ☐ Strategy ☐ No (you may specify why r ☐ In place for some g	ion policy and/or formal selecti is report? Inswers) Insolution of formal selection policy or formal overning bodies velopment, please enter date this	on strategy for go	is in place)				







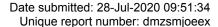
☑ No

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 yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers)
	□ 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)?
		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): (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





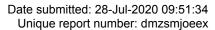


qualific IS room	□ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or ations) □ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance ments) □ 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 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 the executive 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): 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:

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 fundamental to gender equality and to maximising Australia's skilled workforce.

5. 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.

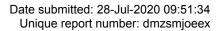




5a.



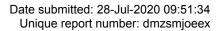
Do yo men,	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time o	s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the 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 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 women ONLY (e.g. maternity leave). (Please te 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 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 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):
5.1.1	How many weeks of EMPLOYER FUNDED paid parental leave is provided for PRIMARY CARERS that is available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
carers	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.
5.2.1	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS that is available for WOMEN ONLY? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%
5.3	☐ 81-90% ☐ 91-99% ☐ 100% Please indicate whether your employer funded paid parental leave for primary carers covers: ☐ Adoption ☐ Surrogacy
	Stillbirth







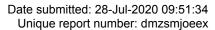
wome	you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men an men, in addition to any government funded parental leave scheme for secondary carers?								
☐ No	-	parental lea cify why emp under develont resources/ ent scheme i rity	ave for SEO ployer fund opment, pl /expertise is sufficien	CONDARY Coded pare lease enter d	CARERS ental leav	that is av	vailable to wo condary carer	men O	
	many MANAG oyees still on p							aid an	d/or unpaid)? Inclu
			Primary ca	arer's leave			Seconda	ry care	er's leave
		Fe	emale	Ma	ale		Female		Male
Manag	gers	0		0		0			0
	Non-manage	rs	11	Female	rer's leav	Male		econda male	Male 2
leave, •	many MANAG , regardless of	ERS, during f when the l e where pa	g the repo leave com rental lea	orting period imenced? ve was take	0 I, ceased	Male d employ	Tell 0 vment before vith any other	male returr	
leave, • annua •	many MANAG , regardless of Include thos al leave or any	ERS, during f when the l e where pa o other paid bloyment' n	g the repo leave com rental lea l or unpaid neans any	orting period imenced? ve was take d leave is al- rone who ha	0 I, ceased	Male d employ uously v	Tel 0 vment before vith any othe ime.	male returr	2 ning to work from p
leave, annua	many MANAG , regardless of Include thos al leave or any 'Ceased emp	ERS, during f when the l e where pa o other paid bloyment' n	g the repo leave com rental lea l or unpaid neans any	orting period imenced? ve was take d leave is al- rone who ha	0 0 I, ceased n contin so taken as exited	Male d employ uously v	Tel 0 vment before vith any othe ime.	male returr	2 ning to work from p e type. For example
leave, annua resigr	many MANAG , regardless of Include thos al leave or any 'Ceased emp nations, redun	ERS, during f when the l e where pa o other paid bloyment' n	g the repo leave com rental lea l or unpaid neans any	orting period imenced? ve was take d leave is al- rone who ha	0 0 I, ceased n contin so taken as exited	Male d employ uously v at that t	Tel 0 vment before vith any othe ime.	male returr	2 ning to work from p e type. For example ever reason, includi
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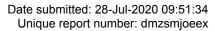
		☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):
10.	Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		s (select all applicable answers) Policy Strategy (you may specify 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







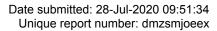
 ☐ Available at all worksites ☐ Parenting workshops targeting mothers ☐ Available at some worksites only ☐ Available at all worksites ☐ Parenting workshops targeting fathers ☐ Available at some worksites only ☐ Available at all worksites ☐ None of the above, please complete question 11.2 below
Do you 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):
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 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): ✓ 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
☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):
Where any of the following options are available in your workplace, are those option/s available to both women AND men? I flexible hours of work Compressed working weeks Itime-in-lieu Itelecommuting part-time work job sharing carer's leave purchased leave unpaid leave. Options may be offered both formally and/or informally.







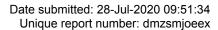
	⊠ Ye	cample, if time-in-lieu is available to women for s, the option/s in place are available to both women, some/all options are not available to both women	en and men.	men informally,	you would se	lect NO.			
	14.1	Which options from the list below are available? Please tick the related checkboxes. • Unticked checkboxes mean this option is NOT available to your employees.							
			Man	agers	Non-managers				
			Formal	Informal	Formal	Informal			
		Flexible hours of work				\boxtimes			
		Compressed working weeks							
		Time-in-lieu							
		Telecommuting							
		Part-time work							
		Job sharing			\boxtimes				
		Carer's leave	\boxtimes		\boxtimes				
		Purchased leave							
		Unpaid leave							
	14.4	Other (provide details): If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:							
CON This go	cerr	equality indicator 5: Consulting gender equality in the way	vorkplace	9					
15.	Have	you consulted with employees on issues cond	cerning gende	r equality in yo	ur workplace?				
	⊠ Ye: □ No	(you may specify why you have not consulted wi Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):	th employees c	on gender equalit	ty)				
	15.1	How did you consult with employees on issu	ies concernin	g gender equali	ty in your wor	kplace?			
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions 							







		U Other (provide details):
	15.2	Who did you consult?
		☐ 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.
_		
Gen	der	equality indicator 6: Sex-based harassment and discrimination
particip	ation. S	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?
	⊠ Yes	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):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	⊠ Yes	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
	□ No	Other (provide details): Specific training for managers (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 57.1% females and 42.9% males.

Promotions

- 2. 42.9% of employees awarded promotions were women and 57.1% were men
 - i. 20.0% of all manager promotions were awarded to women
 - ii. 100.0% of all non-manager promotions were awarded to women.
- 3. 16.8% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 46.4% of employees who resigned were women and 53.6% were men
 - i. 16.7% of all managers who resigned were women
 - ii. 47.5% of all non-managers who resigned were women.
- 5. 16.8% of your workforce was part-time and 23.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 9.1% 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
- iii. N/A 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.

CEO sign off confirmation

Name of CEO or equivalent:	Confirmation CEO has signed the report:		
Peter Tompkins			
CEO signature:	Date:		
	28 July 2020		