



Public report

2019-20

Submitted by

Legal Name:

Downer EDI Mining Pty Ltd





Organisation and contact details

Submitting organisation details	Legal name	Downer EDI Mining Pty Ltd		
	ABN	49004142223		
	ANZSIC	B Mining 1090 Other Mining Support Services		
	Business/trading name/s	Downer Mining		
	ASX code (if applicable)			
	Postal address	135 Coronation Drive		
		Milton QLD 4064		
		AUSTRALIA		
	Organisation phone number	0438835396		
Reporting structure	Ultimate parent	Downer EDI Limited		
	Number of employees covered by this report	3,289		





All organisations covered by this report

Legal name	Business/trading name/s			
Downer EDI Mining Pty Ltd	Downer Mining			
Snowden Mining Industry Consultants Pty Ltd				
Downer EDI Mining - Blasting Services Pty Limited				
Otraco International Pty Ltd				

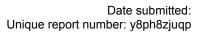




Workplace profile

Manager

	D # 1 1/ 050			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	10	10	
Other executives/General managers		Full-time contract	0	0	0	
	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-2	Full-time permanent	0	6	6	
		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	2	35	37	
		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	2	36	38	
		Full-time contract	0	0	0	
Other managers	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	10	10	
		Full-time contract	0	0	0	
	-4	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	







Managar occupational actogorica	Reporting level to CEO	Employment status		1	lo. of employees
Manager occupational categories	Reporting level to CEO	Employment status		M	Total employees
Grand total: all managers					102





Workplace profile

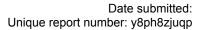
Non-manager

Non manager conjugational estagaries	Employment status	No. of employees (exclude	ding graduates and apprentices)	No. of gradua	ates (if applicable)	No. of apprent	ices (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	M	F	M	Total employees
	Full-time permanent	54	158	3	14	0	0	229
	Full-time contract	4	6	0	0	0	0	10
Professionals	Part-time permanent	8	1	0	0	0	0	9
Professionals	Part-time contract	2	0	0	0	0	0	2
	Casual	2	5	0	0	0	0	7
	Full-time permanent	16	957	0	0	3	33	1,009
	Full-time contract	0	7	0	0	0	2	9
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	13	0	0	0	0	13
	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	80	2	0	0	0	0	82
	Full-time contract	1	0	0	0	0	0	1
Clerical and administrative	Part-time permanent	8	1	0	0	0	0	9
	Part-time contract	1	0	0	0	0	0	1
	Casual	7	0	0	0	0	0	7
	Full-time permanent	0	0	0	0	0	0	0
	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	261	1,275	0	0	0	0	1,536
	Full-time contract	3	17	0	0	0	0	20
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	5	17	0	0	0	0	22





Non manager equipational estageries Employment		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	M	Total employees
	Full-time permanent	30	113	0	0	0	0	143
	Full-time contract	3	1	0	0	0	0	4
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	9	0	0	0	0	12
	Full-time permanent	8	20	0	0	0	0	28
	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	12	22	0	0	0	0	34
Grand total: all non-managers		508	2,624	3	14	3	35	3,187







Reporting questionnaire

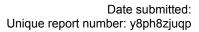
Gender equality indicator 1: Gender composition of workforce

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	Female Male		Male
Permanent/ongoing full-time employees	1	4	15	25
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	1	1
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	1

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	25
Number of appointments made to NON-MANAGER roles (including promotions)	274	1131

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

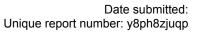
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	10	140	680
Permanent/ongoing part-time employees	0	0	3	0
Fixed-term contract full-time employees	0	1	3	35
Fixed-term contract part-time employees	0	0	1	0
Casual employees	0	0	5	20

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.



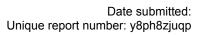




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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.

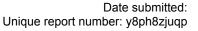
2.1a.1	Organisation name?						
	Downer EDI Limited						
2.1b.1	What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?						
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	3)?				
		Female	Male				
	Number	2	3				
2.1e.1	Currently under development,Insufficient resources/expertise	not been set) nder balance (e.g. 40% women/40% men please enter date this is due to be comple rning body/board appointments (provide o	n/20% either) eted				
2.11.1	2020						
2 1a 1	Are you reporting on any other organis	sations 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?						
	☐ Insufficient resources/expertise	odies please enter date this is due to be compl	eted				







		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.
Ger	nder	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 cy.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	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.		ou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
	⊠ Yes	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months



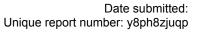




room for qualification	 Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise 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 cations) 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 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)
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.

		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having responsibility for the day-to-day care of a child.
		u 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 ver 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 to 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 ver 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 arental 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
		ver 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:
		12
5a.	carers	
5a.	carers	12 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.
5a.	carers	12 r organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other

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





\boxtimes	Adoption
\boxtimes	Surrogacy
	Stillbirth

6.	A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS	OF GENDER, who is not the
	primary carer.	

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

] Yes
No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)
☐ No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY
No (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
An option to include Secondary Carers (in the revised policy) is being considered as part of the the review.
☐ Insufficient resources/expertise
☐ Government scheme is sufficient
☐ Not a priority
☐ Other (provide details):

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	1	0	0	0

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		e Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	11	1	0	0

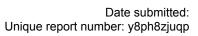
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid 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	1	0

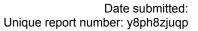
9. Do you have a formal policy and/or formal strategy on flexible working arrangements?







	_	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 ☐ 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.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	s (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



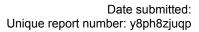




	Support in securing school holiday care
2.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently 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):
3.	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 (not contained in an enterprise/workplace agreement) ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice ☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details): Employees who require assistance in addition to the support measures identified in the policy should consult with their Manager and Human Resources representative to discuss suitable options. Downer will take all reasonable further measures to support Employees experiencing Family and Domestic Violence. ☐ 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):

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







•	com	pre	essed	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.

∇	l Vac	the entire	n/o in nloos	oro ovoilob	lo to both	womon	and	man
\triangle	1 1 65	s, the optio	in/s in place	are availab	ile to botti	women	anu	шеп
	l No	some/all	ontions are	not available	e to both v	vomen A	ND	men

14.1 Which options from the list below are available? Please tick the related checkboxes.

Unticked checkboxes mean this option is NOT available to your employees.

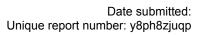
	Mar	Managers		anagers
	Formal	Informal	Formal	Informal
Flexible hours of work		\boxtimes	\boxtimes	\boxtimes
Compressed working weeks	\boxtimes		\boxtimes	
Time-in-lieu		\boxtimes		
Telecommuting	\boxtimes	\boxtimes	\boxtimes	
Part-time work	\boxtimes		\boxtimes	
Job sharing	\boxtimes		\boxtimes	
Carer's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

	onpaid loavo				
14.3	You may specify why any of the above option	ns are NOT av	ailable to your e	employees.	
	☐ Currently under development, please enter de ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):	ate this is due	to be completed		
14.4	If your organisation would like to provide add please do so below:	ditional inforn	nation relating to	gender equa	lity indicator 4,
	Paid parental leave for primary carers for stillbirt	h on discretion	ary basis.		

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.

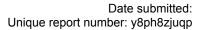
се	erning gender equality in the workplace.
	Have you consulted with employees on issues concerning gender equality in your workplace?
	 ✓ Yes ☐ No (you may specify why you have not consulted with employees on gender equality) ☐ Not needed (provide details why): ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):







	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		Survey Su
		☐ Consultative committee or group
		Focus groups
		Performance discussions
		Other (provide details):
		Team meetings, Diversity Forum meetings, leadership meetings and local site based and company wide events
		such as International Women's Day)
	15.2	Who did you consult?
		M
		☐ 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):
		and the provide detaile).
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		piease do so below.
Gen	der	equality indicator 6: Sex-based harassment and discrimination
		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
and wi	ietrier ti	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
	ПМа	Strategy (you may specify why no formal policy or formal strategy is in place)
	□ мо	tyou may specify why no formal bolicy of formal stratedy is in place)
		☐ Currently under development, please enter date this is due to be completed
		☐ 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
		☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement
		☐ 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
	16.1	☐ 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
	16.1	□ 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	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): Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
	16.1	□ 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): Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? □ Yes
	16.1	□ 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): 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)
	16.1	□ 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): Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? □ Yes
	16.1	 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): 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
	16.1	 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): 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







17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	∑ Ye	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.)

Downer are a major sponsor of the 2020 Engineers Australia International Women's Day event and provided female guest speakers in each state. Our Head of People and Culture represents Downer as the WGEA Gender Equity Ambassador and we have Senior Executives actively attend the Gender Equity Round Table (GERT). Downer had planned to hold our first Gender Equity Round Table (GERT) event in April 2020 with Libby Lyons Chairing. This event was unfortunately cancelled due to the Covid-19 impacts on business' in Australia. Downer will work with the WGEA GERT to coordinate a future event in FY21. Downer continue to promote our Refer a Female Friend program. Downer has 31 NAWIC Corporate Gold members and had one award winner in 2019 (1 x State Award for Safety). Downer sponsor the NAWIC (Vic) CEO Shadow Program which provides the opportunity for NAWIC members to shadow a senior industry leader.





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 15.7% females and 84.3% males.

Promotions

- 2. 35.4% of employees awarded promotions were women and 64.6% were men
 - i. 20.0% of all manager promotions were awarded to women
 - ii. 37.2% of all non-manager promotions were awarded to women.
- 3. 0.6% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 17.2% of employees who resigned were women and 82.8% were men
 - i. 21.4% of all managers who resigned were women
 - ii. 17.1% of all non-managers who resigned were women.
- 5. 0.6% of your workforce was part-time and 0.4% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 16.7% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

CEO sign off confirmation

Name of CEO or	equivalent:	Confirmation CEO has signed the report:		
	Paul Cassano			
CEO signature: Mulassaus		Date:	29th July 2020	