

## 2015-16 public report form submitted by Downer EDI Mining Pty Ltd to the Workplace Gender Equality Agency

### Organisation and contact details

|                                  |   |  |
|----------------------------------|---|--|
| <b>Organisation registration</b> | <b>Legal name</b><br><b>ABN</b><br><b>ANZSIC</b>  | <b>Downer EDI Mining Pty Ltd</b><br><b>49004142223</b><br><b>1090 Other Mining Support Services</b>  |
| <b>Organisation details</b>      | <b>Trading name/s</b><br><b>ASX code (if relevant)</b><br><b>Postal address</b>   | <b>PO Box 8221</b><br><b>WOOLLOONGABBA QLD 4102</b><br><b>Australia</b><br><b>(07) 3026 6666</b>   |
| <b>Reporting structure</b>       | <b>Ultimate parent</b><br><b>Number of employees covered in this report submission</b><br><b>Other organisations reported on in this report</b> | <b>Downer EDI Limited</b><br><b>3,774</b><br><b>Downer Mining Regional NSW Pty Ltd</b><br><b>Snowden Mining Industry Consultants Pty Ltd</b><br><b>Downer EDI Mining - Blasting Services Pty Limited</b><br><b>Otraco International Pty Ltd</b><br><b>Rimtec Pty Limited</b> |

# Workplace profile Manager

| Manager occupational categories   | Reporting level to CEO | Employment status   | No. of employees |    |                 |
|-----------------------------------|------------------------|---------------------|------------------|----|-----------------|
|                                   |                        |                     | F                | M  | Total employees |
| CEO/Head of Business in Australia | 0                      | Full-time permanent | 0                | 1  | 1               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
| Key management personnel          | -1                     | Casual              | 0                | 0  | 0               |
|                                   |                        | Full-time permanent | 0                | 7  | 7               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
| Other executives/General managers | -2                     | Casual              | 0                | 0  | 0               |
|                                   |                        | Full-time permanent | 0                | 8  | 8               |
|                                   |                        | 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                | 5  | 6               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 1                | 1  | 2               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
| Senior Managers                   | -2                     | Full-time permanent | 0                | 2  | 2               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
|                                   |                        | Full-time permanent | 0                | 12 | 12              |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
| Other managers                    | -2                     | Full-time permanent | 5                | 18 | 23              |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |

| Manager occupational categories | Reporting level to CEO | Employment status   | No. of employees |     | Total employees |
|---------------------------------|------------------------|---------------------|------------------|-----|-----------------|
|                                 |                        |                     | F                | M   |                 |
|                                 | -3                     | Full-time permanent | 1                | 27  | 28              |
|                                 |                        | Full-time contract  | 0                | 0   | 0               |
|                                 |                        | Part-time permanent | 0                | 0   | 0               |
|                                 |                        | Part-time contract  | 0                | 0   | 0               |
|                                 | -4                     | Casual              | 0                | 0   | 0               |
|                                 |                        | Full-time permanent | 3                | 27  | 30              |
|                                 |                        | Full-time contract  | 0                | 0   | 0               |
|                                 |                        | Part-time permanent | 0                | 3   | 3               |
|                                 | -5                     | Part-time contract  | 0                | 0   | 0               |
|                                 |                        | Casual              | 0                | 0   | 0               |
|                                 |                        | Full-time permanent | 0                | 8   | 8               |
|                                 |                        | Full-time contract  | 0                | 0   | 0               |
|                                 |                        | Part-time permanent | 0                | 0   | 0               |
|                                 |                        | Part-time contract  | 0                | 0   | 0               |
|                                 |                        | Casual              | 0                | 0   | 0               |
|                                 |                        |                     | 11               | 119 | 130             |

Grand total: all managers

## Non-manager

| Non-manager occupational categories | Employment status   | No. of employees (excluding graduates and apprentices) |       | No. of graduates (if applicable) |    | No. of apprentices (if applicable) |    | Total employees |
|-------------------------------------|---------------------|--|-------|----------------------------------|----|------------------------------------|----|-----------------|
|                                     |                     | F  | M     | F                                | M  | F                                  | M  |                 |
| Professionals                       | Full-time permanent | 63   | 255   | 3                                | 15 | 0                                  | 0  | 336             |
|                                     | Full-time contract  | 1  | 6     | 0                                | 0  | 0                                  | 0  | 7               |
|                                     | Part-time permanent | 14   | 4     | 0                                | 0  | 0                                  | 0  | 18              |
|                                     | Part-time contract  | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |
|                                     | Casual              | 2  | 7     | 1                                | 0  | 0                                  | 0  | 10              |
| Technicians and trade               | Full-time permanent | 10   | 1,184 | 0                                | 0  | 2                                  | 26 | 1,222           |
|                                     | Full-time contract  | 0  | 3     | 0                                | 0  | 0                                  | 0  | 3               |
|                                     | Part-time permanent | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |
|                                     | Part-time contract  | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |
|                                     | Casual              | 0  | 2     | 0                                | 0  | 0                                  | 0  | 2               |
| Community and personal service      | Full-time permanent | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |
|                                     | Full-time contract  | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |
|                                     | 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               |
| Clerical and administrative         | Full-time permanent | 94   | 54    | 0                                | 0  | 0                                  | 0  | 148             |
|                                     | Full-time contract  | 5  | 4     | 0                                | 0  | 0                                  | 0  | 9               |
|                                     | Part-time permanent | 6  | 0     | 0                                | 0  | 0                                  | 0  | 6               |
|                                     | Part-time contract  | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |
|                                     | Casual              | 6  | 1     | 0                                | 0  | 0                                  | 0  | 7               |
| Sales                               | Full-time permanent | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |
|                                     | Full-time contract  | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |
|                                     | Part-time permanent | 0  | 0     | 0                                | 0  | 0                                  | 0  | 0               |

| Non-manager occupational categories | Employment status   | No. of employees (excluding graduates and apprentices) |       |    | No. of graduates (if applicable) |    |   | No. of apprentices (if applicable) |    |       | Total employees |
|-------------------------------------|---------------------|--|-------|----|----------------------------------|----|---|------------------------------------|----|-------|-----------------|
|                                     |                     | F  | M     | M  | F                                | M  | M | F                                  | M  | M     |                 |
|                                     | Part-time contract  | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Casual              | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Full-time permanent | 177  | 1,612 | 0  | 0                                | 0  | 0 | 0                                  | 0  | 1,789 |                 |
| Machinery operators and drivers     | Full-time contract  | 0  | 3     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 3     |                 |
|                                     | Part-time permanent | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Part-time contract  | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Casual              | 5  | 37    | 0  | 0                                | 0  | 0 | 0                                  | 0  | 42    |                 |
|                                     | Full-time permanent | 7  | 12    | 0  | 0                                | 0  | 0 | 0                                  | 0  | 19    |                 |
| Labourers                           | Full-time contract  | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Part-time permanent | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Part-time contract  | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Casual              | 3  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 3     |                 |
|                                     | Full-time permanent | 2  | 5     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 7     |                 |
| Others                              | Full-time contract  | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Part-time permanent | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
|                                     | Part-time contract  | 0  | 0     | 0  | 0                                | 0  | 0 | 0                                  | 0  | 0     |                 |
| Grand total: all non-managers       |                     | 2  | 397   | 10 | 4                                | 16 | 2 | 26                                 | 13 | 3,644 |                 |

## Reporting questionnaire

### Gender equality indicator 1: Gender composition of workforce

1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

1.1 Recruitment?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.2 Retention?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.3 Performance management processes?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.4 Promotions?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.5 Talent identification/identification of high potentials?

- Yes (you can select policy and/or strategy options)

- Standalone policy
- Policy is contained within another policy
- Standalone strategy
- Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.6 Succession planning?

- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.7 Training and development?

- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.8 Resignations?

- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.9 Key performance indicators for managers relating to gender equality?

- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.10 Gender equality overall?

- Yes (you can select policy and/or strategy options)

- Standalone policy
- Policy is contained within another policy
- Standalone strategy
- Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:

The Downer Group Diversity & Inclusiveness Policy has a particular focus on gender and seeks to promote a workplace the values diversity. The Downer Standards of Business Conduct that apply to all employees states that our "aim is to ensure equal treatment and equal employment opportunities for all our people, regardless of gender".

1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

|                             | Managers |      | Non-managers |      |
|-----------------------------|----------|------|--------------|------|
|                             | Female   | Male | Female       | Male |
| NUMBER of appointments made | 0        | 9    | 173          | 1347 |

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

|   | Managers |      | Non-managers |      |
|---|----------|------|--------------|------|
|   | Female   | Male | Female       | Male |
| Permanent/ongoing full-time employees   | 1        | 6    | 13           | 36   |
| 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    |

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

|  | Managers |      | Non-managers |      |
|--|----------|------|--------------|------|
|  | Female   | Male | Female       | Male |
|  |          |      |              |      |



|   | Managers |      | Non-managers |      |
|---|----------|------|--------------|------|
|   | Female   | Male | Female       | Male |
| Permanent/ongoing full-time employees   | 1        | 12   | 61           | 386  |
| Permanent/ongoing part-time employees   | 0        | 0    | 3            | 1    |
| Fixed-term contract full-time employees | 0        | 1    | 7            | 3    |
| Fixed-term contract part-time employees | 0        | 0    | 0            | 0    |
| Casual employees                        | 0        | 0    | 4            | 11   |

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

**Gender equality indicator 2: Gender composition of governing bodies**

2 Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as “the board of directors, trustees, committee of management, council or other governing authority of the employer”.) For the purposes of reporting under the Act, this question relates to the ultimate or ‘highest’ governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.

- For private or publicly listed companies, you will have one or more directors or a board of directors.
- For trusts, the trustee is the governing body/board.
- For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- For organisations whose governing body/board is the same as their parent entity’s governing body/board, it is still deemed to have a governing body/board.
- For religious structures, you may have a canonical advisor, bishop or archbishop.
- For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.

2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation’s governing body/board is the same as your parent entity’s governing body/board, you will need to enter your organisation’s name but the details of your parent entity’s governing body/board in the table below.

| Organisation name | Gender and NUMBER of chairperson/s (NOT percentage) | Gender and NUMBER of other governing body/board members (NOT percentage) | % target for representation of women on each governing body/board | Year to be reached |
|-------------------|---|--|---|--------------------|
|                   |   |  |   |                    |

|    |                    | F<br>(Chair) | M<br>(Chair) | F | M | (enter 0 if no target has been set, or enter a % between 1-100) | (in YYYY format; if no target has been set, leave blank) |
|----|--------------------|--------------|--------------|---|---|---|--|
| 01 | Downer EDI Limited | 0            | 1            | 2 | 4 | 0   |  |
| 02 |                    |              |              |   |   |   |  |
| 03 |                    |              |              |   |   |   |  |
| 04 |                    |              |              |   |   |   |  |
| 05 |                    |              |              |   |   |   |  |
| 06 |                    |              |              |   |   |   |  |
| 07 |                    |              |              |   |   |   |  |
| 08 |                    |              |              |   |   |   |  |
| 09 |                    |              |              |   |   |   |  |
| 10 |                    |              |              |   |   |   |  |
| 11 |                    |              |              |   |   |   |  |
| 12 |                    |              |              |   |   |   |  |
| 13 |                    |              |              |   |   |   |  |
| 14 |                    |              |              |   |   |   |  |
| 15 |                    |              |              |   |   |   |  |
| 16 |                    |              |              |   |   |   |  |
| 17 |                    |              |              |   |   |   |  |
| 18 |                    |              |              |   |   |   |  |
| 19 |                    |              |              |   |   |   |  |
| 20 |                    |              |              |   |   |   |  |
| 21 |                    |              |              |   |   |   |  |
| 22 |                    |              |              |   |   |   |  |
| 23 |                    |              |              |   |   |   |  |
| 24 |                    |              |              |   |   |   |  |
| 25 |                    |              |              |   |   |   |  |
| 26 |                    |              |              |   |   |   |  |

|    |  |  |  |  |  |  |  |
|----|--|--|--|--|--|--|--|
| 27 |  |  |  |  |  |  |  |
| 28 |  |  |  |  |  |  |  |
| 29 |  |  |  |  |  |  |  |
| 30 |  |  |  |  |  |  |  |

2.2 If a target relating to the representation of women has not been set for any of the governing bodies listed above, you may specify why below:

- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
- Currently under development
- Insufficient human resources staff
- Don't have expertise
- Do not have control over governing body/board appointments (provide details why):

Not a priority

Other (provide details):

This continues to be an area of focus for Downer and will continue to work towards addressing the gender balance. We maintain a continued focus on this as vacancies arise. The most recent two appointees to the Board were female.

2.3 Do you have a formal selection policy and/or formal selection strategy for governing body/board members for ALL organisations covered in this report?

Yes (you can select policy and/or strategy options)

- Standalone policy
- Policy is contained within another policy
- Standalone strategy
- Strategy is contained within another strategy

No

No, in place for some governing bodies/boards

No, currently under development

No, insufficient human resources staff

No, do not have control over governing body/board appointments (provide details why):

No, don't have expertise

No, not a priority

No, other (provide details):

Whilst no formal policy or strategy exists, informal measures and actions have been undertaken.

2.4 Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

|  | Full-time females | Part-time females | Full-time males | Part-time males |
|--|-------------------|-------------------|-----------------|-----------------|
| Equity partners who ARE key management personnel (KMPs) (excluding your managing |                   |                   |                 |                 |

|   | Full-time females | Part-time females | Full-time males | Part-time males |
|---|-------------------|-------------------|-----------------|-----------------|
| partner)  |                   |                   |                 |                 |
| Equity partners who are "Other executives/General managers" |                   |                   |                 |                 |
| Equity partners who are "Senior managers"                   |                   |                   |                 |                 |
| Equity partners who are "Other managers"                    |                   |                   |                 |                 |

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men

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

- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, included in workplace agreement
- No, don't have expertise
- No, salaries set by awards or industrial agreements
- No, non-award employees paid market rate
- No, not a priority
- No, other (provide details):

3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?

- Yes (provide details in questions 3.2 and/or 3.3 below)
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, salaries set by awards or industrial agreements
- No, non-award employees are paid market rate
- No, not a priority
- No, other (provide details):

3.2 You have answered yes to question 3.1. Please indicate whether your formal policy or formal strategy includes the following gender pay equity objectives (more than one option can be selected):

- 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 (Please provide details in question 3.3 below)

3.3 Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives:

4 Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.)

Yes. When was the most recent gender remuneration gap analysis 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
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, 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)
- No, 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)
- No, non-award employees are paid market rate
- No, not a priority
- No, other (provide details):

4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below: A "like for like" organisational wide remuneration gap analysis for white collar (salaried) employees commenced in December 2015 and is expected to be complete by June 2016. Salaries for our blue collar workforce are set by awards or industrial agreements and there is no room for discretion in pay changes (because pay increases occur only when there is a change in tenure or qualifications).

4.1 Were any actions taken as a result of your gender remuneration gap analysis?

Yes - please indicate what actions were taken (more than one option can be selected):

- 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/board

- 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

- No unexplainable or unjustifiable gaps identified
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, salaries set by awards or industrial agreements
- No, non-award employees are paid market rate
- No, unable to address cause/s of gaps (provide details why):
  
- No, not a priority
- No, other (provide details):

4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:  
The gender remuneration gap analysis has commenced in the last 12 months and is currently well advanced. Following the completion of the analysis, an appropriate course of action will be undertaken.

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

- 5 Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?
- Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
- By paying the gap between the employee's salary and the government's paid parental leave scheme
  - By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
  - As a lump sum payment (paid pre- or post- parental leave, or a combination)
  - No
  - No, currently being considered
  - No, insufficient human resources staff
  - No, government scheme is sufficient
  - No, don't know how to implement
  - No, not a priority
  - No, other (provide details):

5.1 Please indicate the MINIMUM number of weeks of EMPLOYER FUNDED paid parental leave that is provided for primary carers.  
12

Optional: If you wish to provide additional details on the eligibility period/s and the maximum number of paid parental leave offered to primary carers, please do so below:

5.1a What is the eligibility period for employees to access the MINIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MINIMUM amount - in months)?  
12

5.1b If you offer different amounts of employer funded paid parental leave, what is the MAXIMUM number of weeks of employer funded paid parental leave that is provided for primary carers (in weeks)?

5.1c What is the eligibility period for employees to access the MAXIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MAXIMUM amount – in months)?

12

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. For example, if ALL employees have access to employer funded paid parental leave for PRIMARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

Please enter a whole number that represents the percentage of employees to the nearest 10th percentile, e.g. if 23.4% enter 20; if 45.7% enter 50).

|             | Primary carer's leave |
|-------------|-----------------------|
| Percentage: | 100                   |

6 Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?

- Yes, one week or greater (please go to 6.1)
- Yes, less than one week (please go to 6.2)
- No
- No, currently being considered
- No, insufficient human resources staff
- No, government scheme is sufficient
- No, don't know how to implement
- No, not a priority
- No, other (provide details):

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period (this is to include employees still on parental leave who commenced this leave in another reporting period)?

|              | Primary carer's leave |      | Secondary carer's leave |      |
|--------------|-----------------------|------|-------------------------|------|
|              | Female                | Male | Female                  | Male |
| Managers     | 0                     | 0    | 0                       | 0    |
| Non-managers | 41                    | 3    | 0                       | 0    |

8 Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

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

|              | Female | Male |
|--------------|--------|------|
| Managers     | 0      | 0    |
| Non-managers | 11     | 0    |

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

- Yes (you can select policy and/or strategy options)
- Standalone policy

- Policy is contained within another policy
- Standalone strategy
- Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, included in workplace agreement
- No, don't have expertise
- No, don't offer flexible arrangements
- No, not a priority
- No, other (provide details):

9.1 You may indicate which of the following are included in your flexible working arrangements strategy:

- A business case for flexibility has been established and endorsed at the leadership level
- Leaders are visible role models of flexible working
- Flexible working is promoted throughout the organisation
- Targets have been set for engagement in flexible work
- Targets have been set for men's engagement in flexible work
- Leaders are held accountable for improving workplace flexibility
- Manager training on flexible working is provided throughout the organisation
- Employee training is provided throughout the organisation
- Team-based training is provided throughout the organisation
- Employees are surveyed on whether they have sufficient flexibility
- The organisation's approach to flexibility is integrated into client conversations
- The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)
- Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
- Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body/board

10 Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, included in workplace agreement
- No, don't have expertise
- No, not a priority
- No, other (provide details):

11 Do you have any non-leave based measures to support employees with family or caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral services)?

- Yes
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):



11.1 Please indicate what measures are in place and if they are available at all worksites (where only one worksite exists, for example a head-office, please 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
- Breastfeeding facilities
  - Available at some worksites only
  - Available at all worksites
- Childcare referral services
  - Available at some worksites only
  - Available at all worksites
- Internal support networks for parents
  - Available at some worksites only
  - 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 some worksites only
  - Available at all worksites
- Coaching for employees on returning to work from parental leave
  - Available at some worksites only
  - Available at all worksites
- Parenting workshops targeting mothers
  - Available at some worksites only
  - Available at all worksites
- Parenting workshops targeting fathers
  - Available at some worksites only
  - Available at all worksites
- None of the above, please complete question 11.2 below

11.2 Please provide details of any other non-leave based measures that are in place and whether they are available at all worksites.

N/A

12 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff

- No, included in workplace agreement
- No, not aware of the need
- No, don't have expertise
- No, not a priority
- No, other (please provide details):

13 Other than a policy and/or strategy, do you have any measures to support employees who are experiencing family or domestic violence?

Yes - please indicate the type of measures in place (more than one option can be selected):

- Employee assistance program (including access to a psychologist, chaplain or counsellor)
- Training of key personnel
- A domestic violence clause is in an enterprise agreement or workplace agreement
- Workplace safety planning
- Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
- Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
- Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
- Access to unpaid leave
- Confidentiality of matters disclosed
- Referral of employees to appropriate domestic violence support services for expert advice
- Protection from any adverse action or discrimination based on the disclosure of domestic violence
- Flexible working arrangements
- Provide 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
- No, currently under development
- No, insufficient human resources staff
- No, not aware of the need
- No, don't have expertise
- No, not a priority
- No, other (provide details):

14 Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

|                          | Managers                            |                                     |                                     |                                     | Non-managers                        |                                     |                                     |                                     |
|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
|                          | Female                              |                                     | Male                                |                                     | Female                              |                                     | Male                                |                                     |
|                          | Formal                              | Informal                            | Formal                              | Informal                            | Formal                              | Informal                            | Formal                              | Informal                            |
| Flexible hours of work   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Compressed working weeks | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Time-in-lieu             | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Telecommuting            | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Part-time work           | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |

|                 | Managers                            |                          |                                     |                          | Non-managers                        |                          |                                     |                          |
|-----------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|
|                 | Female                              |                          | Male                                |                          | Female                              |                          | Male                                |                          |
|                 | Formal                              | Informal                 | Formal                              | Informal                 | Formal                              | Informal                 | Formal                              | Informal                 |
| Job sharing     | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Carer's leave   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Purchased leave | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Unpaid leave    | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:  
N/A

14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:

- Currently under development
- Insufficient human resources staff
- Don't have expertise
- Not a priority
- Other (provide details):

14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:

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

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

- Yes
- No
- No, not needed (provide details why):

- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)?

- Survey
- Consultative committee or group
- Focus groups
- Exit interviews
- Performance discussions
- Other (provide details):

15.2 Please indicate what categories of employees you consulted.

- 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 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:

#### Gender equality indicator 6: Sex-based harassment and discrimination

16 Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention?

- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, included in workplace agreement
- No, don't have expertise
- No, not a priority
- No, other (provide details):

16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy?

- Yes
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?

Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected):

- At induction
- At least annually
- Every one-to-two years
- Every three years or more
- Varies across business units
- Other (provide details):
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

17.1 Should you wish to provide additional information on any of your responses under gender equality indicator 6, please do so below:

Other

18 Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

Quantitative analysis in this report indicates areas of pay differences by gender for manager and occupational categories. Our analysis indicates these variations relate to low participation of female in operational and trade roles which attract a higher remuneration for the following reasons:

\* Operational employees are more likely to be in remote locations which are more likely to attract a higher base salaries, overtime and allowances.

\* Significant skill shortage in some trades and engineering roles have resulted in higher rates of pay which are reported at the same level within the quantitative WGEA report.

Downer is continuing to develop a common approach to levels/grades of work across the Group and this will continue in 2016/2017. It will provide an important reference point for analyzing and identifying areas of pay inequity.

# Gender composition proportions in your workplace

## Important notes:

1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. 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 11.0% females and 89.0% males.

### Promotions

2. 0.0% of employees awarded promotions were women and 0.0% were men
  - i. 0.0% of all manager promotions were awarded to women
  - ii. 0.0% of all non-manager promotions were awarded to women.
3. 0.8% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

### Resignations

4. 0.0% of employees who resigned were women and 0.0% were men
  - i. 0.0% of all managers who resigned were women
  - ii. 0.0% of all non-managers who resigned were women.
5. 0.8% of your workforce was part-time and 0.0% of resignations were part-time employees.

### Employees who ceased employment before returning to work from parental leave

- i. N/A - women who utilised parental leave and ceased employment before returning to work
- ii. N/A - men who utilised parental leave and ceased employment before returning to work
- iii. N/A - managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A - non-managers who utilised parental leave and ceased employment before returning to work were women.

## CEO sign off confirmation

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Name of CEO or equivalent

DAVID OVERALL

Confirmation CEO has signed the report

D.M. Smith

Yes ✓

CEO Signature:



Date:

23/5/2016.

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