

04 August 2017  
Reference: 54004274793

Mr Martin Sheppard  
Chief Executive Officer  
AE Smith & Son Proprietary Limited  
Level 2, 549 St Kilda Road  
Melbourne VIC 3004

Dear Mr Sheppard

**Workplace Gender Equality Agency (Agency) notice of compliance**

Thank you for submitting your annual compliance report for the reporting period 1 April 2016 to 31 March 2017. Following an assessment of your report please be advised that your organisation (and any subsidiaries listed on your 2016-17 confidential report form cover sheet) is compliant with the *Workplace Gender Equality Act 2012 (Act)*. This letter forms your notice of compliance with the Act until replaced with a new notice of compliance after the 2017-2018 reporting period.

A significant benefit of standardised reporting under the Act is that the Agency is able to provide employers with customised, confidential Competitor Analysis Benchmark Reports based on the data submitted each year. I trust you have found these Reports valuable in comparing your organisation's gender equality performance to the performance of others in your industry. Your 2016-17 Competitor Analysis Benchmark Reports will be available towards the end of this year.

WGEA is committed to supporting organisations to maximise the full potential of female and male employees. We have a range of innovative tools and resources for employers that are freely available on our website, [www.wgea.gov.au](http://www.wgea.gov.au). Alternatively, you can phone us on (02) 9432 7000 or 1800 730 233 and ask to speak with one of our senior advisors.

Yours sincerely



Libby Lyons  
Director