



Public report

2017-18

Submitted by

Legal Name:

Spotless Management Services Pty Ltd





Organisation and contact details

Submitting organisation details	Legal name	Spotless Management Services Pty Ltd
	ABN	30099129790
	ANZSIC	M Professional, Scientific and Technical Services 6961 Corporate Head Office Management Services
	Business/trading name/s	
	ASX code (if applicable)	SPO
	Postal address	549 St Kilda Rd
		Melbourne VIC 3004
		AUSTRALIA
	Organisation phone number	0392697600
Reporting structure	Ultimate parent	Spotless Group Holdings Limited
	Number of employees covered by this report	376

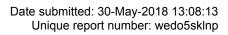




Workplace profile

Manager

Manager	Deposition level to CEO	Constant at a table		No. of employees		
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	1	0	1	
	0	Full-time contract	0	0	0	
CEO/Head of Business in Australia		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	3	4	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-2	Full-time permanent	6	9	15	
		Full-time contract	0	0	0	
Other executives/General managers		Part-time permanent	2	0	2	
•		Part-time contract	1	0	1	
		Casual	0	0	0	
	-2	Full-time permanent	3	1	4	
		Full-time contract	0	0	0	
		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
Conjor Managara		Casual	0	0	0	
Senior Managers		Full-time permanent	2	21	23	
		Full-time contract	1	0	1	
	-3	Part-time permanent	1	0	1	
		Part-time contract	1	0	1	
		Casual	0	0	0	
		Full-time permanent	11	8	19	
		Full-time contract	1	0	1	
Other managers	-3	Part-time permanent	2	0	2	
		Part-time contract	0	0	0	
		Casual	0	0	0	







Manager equipational estegories	Poparting level to CEO	Employment status		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	4	13	17
		Full-time contract	0	1	1
	-4	Part-time permanent	1	1	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	0	3
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			42	57	99

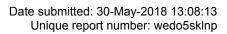




Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total employees
INOTI-ITIATIAGET OCCUPATIONAL CATEGORIES	Lilipioyillelli status	F	M	F	М	F	M	Total employees
	Full-time permanent	34	67	0	0	0	0	101
	Full-time contract	3	5	0	0	0	0	8
Professionals	Part-time permanent	6	1	0	0	0	0	7
	Part-time contract	1	0	0	0	0	0	1
	Casual	1	3	0	0	0	0	4
	Full-time permanent	4	14	0	0	0	0	18
	Full-time contract	0	3	0	0	0	0	3
Technicians and trade	Part-time permanent	2	1	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	85	20	0	0	0	0	105
	Full-time contract	2	10	0	0	0	0	12
Clerical and administrative	Part-time permanent	4	0	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	7	4	0	0	0	0	11
	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	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non-manager occupational categories Employment status		No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyage
		F	M	F	М	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
Casual	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		149	128	0	0	0	0	277





Reporting questionnaire

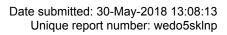
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2017 to 31 March 2018. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







1.4	Promotions
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy
	 No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy □ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) ☐ Policy ☑ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	✓ Yes (select all applicable answers)✓ Policy
	☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	14	23	34	44
Permanent/ongoing part-time employees	10	0	8	4
Fixed-term contract full-time employees	1	3	5	10
Fixed-term contract part-time employees	2	0	1	0
Casual employees	0	0	4	5

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	34	32
Number of appointments made to NON-MANAGER roles (including promotions)	76	95

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

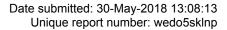
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	7	11	35	33
Permanent/ongoing part-time employees	2	0	1	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	1	0

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.

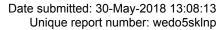
2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.







2.1 Please answer the following questions relating to each governing body covered in this report.							
		ote: If this report covers more than one organisation, the questions below will be repeated for each ganisation before proceeding to question 2.2.					
		is the same as your parent entity's, you all details of your parent entity's gover					
2.1a.1	Organisation name?						
	Spotless Group Holdings Limited						
2.1b.1	How many Chairs on this governing b	ody?					
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?				
	Number	1	4				
2.1g.1	☐ Currently under development,☐ Insufficient resources/expertis☐ Do not have control over gove	erning body/board appointments (provide rity shareholding of the Spotless Group, in	leted details why):				
2.2	organisations covered in this report? ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☑ No (you may specify why no formal set ☐ In place for some governing be ☐ Currently under development, ☐ Insufficient resources/expertis ☑ Do not have control over gove ☐ The Downer Group has major ☐ Not a priority ☐ Other (provide details):	please enter date this is due to be comple erning body appointments (provide details rity shareholding of the Spotless Group, in	y is in place) leted s why) ncluding its subsidiaries.				
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or	partnership structure (i.e. select NO if y Inc; or an "unincorporated" entity)?	your organisation is an				







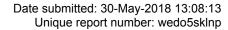
	Yes
\boxtimes	No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

⊠ Y	es (select all applicable answers) ⊠ Policy
	Strategy
⊔и	o (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 objective (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):
	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e lucted a gender pay gap analysis)?
COIIC	nucleu a genuel pay gap analysis):
⊠ Y	es - the most recent gender remuneration gap analysis was undertaken: ⊠ Within last 12 months
	Within last 1-2 years
	☐ More than 2 years ago but less than 4 years ago☐ Other (provide details):
□N	o (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



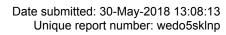




qualific IS roor	Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations) Salaries for SOME or ALL employees (including managers) are 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

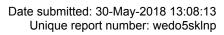
This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. 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.







5.		A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.						
		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 ⊠ No indicat time o □ No paid p	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 te how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of 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 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):						
	5.1.1	How many weeks of EMPLOYER FUNDED paid parental leave is provided for PRIMARY CARERS that is available for WOMEN ONLY (e.g. maternity leave)? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:						
		6						
5a.	carers	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.						
	5.2.1	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS that is available for WOMEN ONLY? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.						
		□ <10% □ 10-20% □ 21-30% □ 31-40% □ 41-50% □ 51-60% □ 61-70% □ 71-80% □ 81-90% □ 91-99% □ 100%						
6.	prima	CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.						
		u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?						
	☐ Ye	s						





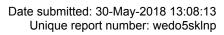
7.

8.

9.



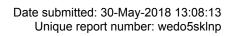
☐ No	n, we offer paid p (you may spec ☐ Currently u ☐ Insufficient ☐ Governmen ☐ Not a priori	parental leave ify why emplo inder develop resources/ex nt scheme is	e for SECON oyer funded ment, pleas opertise	IDARY CAI paid parent	RERS al leav	that is av	ailable to wor	men ONL s is not pa		ve)
	many MANAGE byees still on p							aid and/o	or unpaid)? Inclu	ıde
						1				_
		Pr	s leave Male		Secondary car Female		ry carer's	leave Male	_	
Manag	ners	21	aic	0	•	0	i ciliale	2		
7.1	7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced. Primary carer's leave Secondary carer's leave						npaid)?			
			Fem	ale	N	/lale	Fer	nale	Male	
	Non-managers	S	29		0		1		3	
•	al leave or any	other paid or loyment' me	r unpaid lea ans anyone	ave is also who has	taken exited	at that t	ime.	-	ype. For exampl er reason, includ Male	
Mana	gers			2				0		
 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work fro 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. 					example,					
	N	_				-	Female		Male	
	Non-managers	S				5			0	
⊠ Ye	☐ Insufficient☐ Don't offer☐ Not a priori	licable answerify why no for nder develop resources/ex flexible arran	ers) mal policy o ment, pleas pertise	or formal str	ategy i	is in plac				







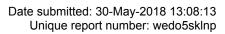
0.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		es (select all applicable answers) ☑ Policy □ Strategy
	□ No	o (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
		☐ Included in award/industrial or workplace agreement
		☐ Not a priority ☐ Other (provide details):
1.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities imployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	s s
	☐ No	you may specify why non-leave based measures are not in place)
		☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
		☐ Not a priority
		Other (provide details):
	44.4	
	11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		☐ Employer subsidised childcare ☐ Available at some worksites only
		☐ Available at some worksites only ☐ Available at all worksites
		☐ On-site childcare
		☐ Available at some worksites only ☐ Available at all worksites
		☐ Available at all worksites ☐ Breastfeeding facilities
		Available at all worksites
		☐ Childcare referral services ☐ Available at some worksites only
		☐ 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 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
		Available at all worksites
		Coaching for employees on returning to work from parental leave
		☐ Available at some worksites only ☐ Available at all worksites
		☐ Parenting workshops targeting mothers
		Available at some worksites only
		☐ Available at all worksites ☐ Parenting workshops targeting fathers
		☐ Available at some worksites only







	☐ Available at all worksites ☐ None of the above, please complete question 11.2 below
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority □ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) Employee assistance program (including access to a psychologist, chaplain or counsellor) Training of key personnel A domestic violence clause is in an enterprise agreement or workplace agreement Workplace safety planning Access to paid domestic violence leave (contained in an enterprise/workplace agreement) Access to unpaid domestic violence leave (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): 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 ayare of the need Not a priority Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work • compressed working weeks • time-in-lieu • telecommuting • part-time work • job sharing • carer's leave • purchased leave • unpaid leave. Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO. Yes, the option/s in place are available to both women and men. No, some/all options are not available to both women AND men.





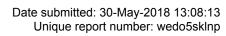


14.1 Which options from the list below are available? Please tick the related ch
--

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

Man	agers	Non-managers		
Formal	Informal	Formal	Informal	
	\boxtimes		\boxtimes	
		\boxtimes		
	\boxtimes	\boxtimes		
	\boxtimes			
\boxtimes		\boxtimes		
		\boxtimes		
\boxtimes		\boxtimes		
		\boxtimes		
	Formal		Formal Informal Formal	

		Time-in-lieu			\boxtimes	
		Telecommuting		\boxtimes		
		Part-time work	\boxtimes		\boxtimes	
		Job sharing				
		Carer's leave	\boxtimes		\boxtimes	
		Purchased leave				
		Unpaid leave	\boxtimes		\boxtimes	
	14.3 You may specify why any of the above options are NOT available to your employees. ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):					
	14.4 If your organisation would like to provide additional information relating to gender equality inc please do so below:					lity indicator 4,
COr This g	gender e grning ge Have	(you may specify why you have not consulted wit	orkplace	petween employe	ers and employers and employers	
		 Not needed (provide details why): ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 				
	15.1	How did you consult with employees on issu	es concerninç	g gender equalit	y in your work	place?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): 				
	15.2	Who did you consult?				
		⊠ All staff				







		 Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Car	. d . u	equality indicator C. Cay based bereasment and discrimination
Gei	iuer	equality indicator 6: Sex-based harassment and discrimination
partici	ipation.	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (select all applicable answers) ☑ Policy ☐ Strategy
	□No	(you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		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): Specific training for managers (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):





17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





Gender composition proportions in your workplace

Important notes:

- 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 50.8% females and 49.2% males.

Promotions

- 2. 47.0% of employees awarded promotions were women and 53.0% were men
 - i. 50.9% of all manager promotions were awarded to women
 - ii. 45.2% of all non-manager promotions were awarded to women.
- 3. 6.6% of your workforce was part-time and 14.9% of promotions were awarded to part-time employees.

Resignations

- 4. 51.1% of employees who resigned were women and 48.9% were men
 - i. 45.0% of all managers who resigned were women
 - ii. 52.9% of all non-managers who resigned were women.
- 5. 6.6% of your workforce was part-time and 3.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 13.7% 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
- iii. 100.0% of all managers who utilised parental leave and ceased employment before returning to work were
- 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:			
Dana Nelson				
CEO signature:	Date:			