



# Public report

2019-20

Submitted by

Legal Name: The Trustee for NRW UNIT TRUST





# Organisation and contact details

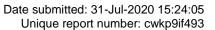
Submitting organisation details	Legal name	The Trustee for NRW UNIT TRUST
	ABN	69828799317
	ANZSIC	B Mining 1090 Other Mining Support Services
	Business/trading name/s	NRW PTY LTD
	ASX code (if applicable)	NWH
	Postal address	181 Great Eastern Highway BELMONT WA 6104 AUSTRALIA
	Organisation phone number	(08) 9232 4200
Reporting structure	Ultimate parent	NRW Holdings Limited
	Number of employees covered by this report	4,967





# All organisations covered by this report

Legal name	Business/trading name/s	
The Trustee for NRW UNIT TRUST	NRW PTY LTD	
A.C.N. 631 155 032 PTY LTD		
DIAB Engineering Pty Ltd	DIAB Engineering Pty Ltd	
Golding Contractors Pty Ltd		
NRW Contracting Pty Ltd		
Hughes Drilling 1 Pty Ltd		
Golding Group Pty Limited		
Golding Finance Pty Limited		
NRW Pty Ltd		
Actionblast Pty Ltd	Action Mining Services	
Action Drill & Blast Pty Ltd	NRW Drill and Blast	
RCR Mining Technologies Pty Ltd		
NRW Contracting (No.2) Pty Ltd		







# Workplace profile

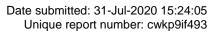
# Manager

	D   11 050			No	. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	6	6
		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
		Full-time permanent	0	5	5
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	17	18
		Full-time contract	0	1	1
Other executives/General managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	0	0
		Full-time contract	0	0	0
Senior Managers	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	1





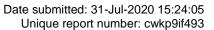
	D # 1 1 050			No	o of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	4	29	33
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	1
		Full-time permanent	3	47	50
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	6	6
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	9	10
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	17	19
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	58	62
		Full-time contract	0	0	0
Others	-3	Part-time permanent	0	1	1
Other managers		Part-time contract	0	0	0
		Casual	0	3	3
		Full-time permanent	0	58	58
		Full-time contract	0	0	0
	-4	Part-time permanent	0	1	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-5	Full-time permanent	1	45	46







Managar accumptional actagaries	Depositing level to CEO	Employment status		No	. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		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	13	13
		Full-time contract	0	0	0
	-6	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	5	5
		Full-time contract	0	0	0
	-7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			17	324	341



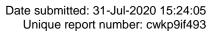




# Workplace profile

# Non-manager

Non-manager accumptional actagorica	Employment status	No. of employees (exclude	ling graduates and apprentices)	No. of gradua	tes (if applicable)	No. of apprent	ices (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
Professionals	Full-time permanent	69	409	4	14	0	0	496
	Full-time contract	0	2	0	0	0	0	2
	Part-time permanent	13	8	0	0	0	0	21
	Part-time contract	0	0	0	0	0	0	0
	Casual	6	20	0	0	0	0	26
	Full-time permanent	9	749	0	0	0	43	801
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	239	0	0	0	0	240
	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
	Full-time permanent	195	65	0	4	0	0	264
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	21	2	0	0	0	0	23
	Part-time contract	0	0	0	0	0	0	0
	Casual	14	4	0	0	0	0	18
	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	277	2,044	0	0	0	0	2,321
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	1	1	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	4	73	0	0	0	0	77







Nice management and actional	Francis in and atatus	No. of employees (exclud	ling graduates and apprentices)	No. of gradua	ites (if applicable)	No. of apprent	ices (if applicable)	Tatal amplemen
Non-manager occupational categories	Employment status	F	M	F	M	F	M	Total employees
	Full-time permanent	37	199	0	0	0	0	236
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	7	91	0	0	0	0	98
	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		655	3,906	4	18	0	43	4,626





# Reporting questionnaire

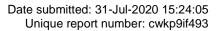
# Gender equality indicator 1: Gender composition of workforce

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

## NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

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





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	agers	Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	32	22	122
Permanent/ongoing part-time employees	0	0	2	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	4

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	4	84
Number of appointments made to NON-MANAGER roles (including promotions)	362	2712

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	0	16	89	534
Permanent/ongoing part-time employees	0	0	3	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	4	21	76

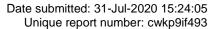
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

NRW has a business wide approach of equal opportunity for advancement on the basis of merit. Our processes are underpinned by equal opportunity without discrimination on the basis of gender, even where there is not a formal policy or strategy in place.

# Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

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



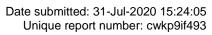




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

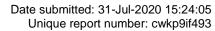
2.1a.1	Organisation name?		
	NRW Holdings Pty Ltd		
2.1b.1	1b.1 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gende Chair at your last meeting)?		
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	)?
		Female	Male
	Number	1	3
	☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☐ Not a priority ☐ Other (provide details):	not been set) nder balance (e.g. 40% women/40% men please enter date this is due to be compl	n/20% either) eted
2.1e.1	What is the percentage (%) target?		
	16.66		
2.1f.1	What year is the target to be reached?		
	2020		
2.1g.1	Are you reporting on any other organis	sations in this report?	
	☐ Yes ☑ No		
2.2	Do you have a formal selection policy a for ALL organisations covered in this r		verning body members
	Insufficient resources/expertise	odies please enter date this is due to be compl	eted







		☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Ger	nder	equality indicator 3: Equal remuneration between women and men
	remune r equali	ration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers)  ☐ Policy
	□ No	☐ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements
		☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		<ul> <li>Yes (provide details in question 3.2 below)</li> <li>No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>☑ Salaries set by awards/industrial or workplace agreements</li> <li>□ Insufficient resources/expertise</li> <li>☑ Non-award employees paid market rate</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
	□ No room f qualific	s - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months  Within last 1-2 years  More than 2 years ago but less than 4 years ago  Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)  Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance sements)







		<ul> <li>Non-award employees paid market rate</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>
	4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	4.1	Did you take any actions as a result of your gender remuneration gap analysis?
		Yes – indicate what actions were taken (select all applicable answers)   Created a pay equity strategy or action plan   Identified cause/s of the gaps   Reviewed remuneration decision-making processes   Analysed commencement salaries by gender to ensure there are no pay gaps   Analysed performance ratings to ensure there is no gender bias (including unconscious bias)   Analysed performance pay to ensure there is no gender bias (including unconscious bias)   Trained people-managers in addressing gender bias (including unconscious bias)   Set targets to reduce any organisation-wide gaps   Reported pay equity metrics (including gender pay gaps) to the governing body   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to 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 (you may specify why no actions were taken resulting from your remuneration gap analysis)   No unexplainable or unjustifiable gaps identified   Currently under development, please enter date this is due to be completed   Insufficient resources/expertise   Salaries set by awards/industrial or workplace agreements   Non-award employees are paid market rate   Unable to address cause/s of gaps (provide details why):   Other (provide details):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities
employ support to comb	ment to ting em bine pa	will enable the collection and use of information from relevant employers about the availability and utility of erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements aployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and menid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental ality and to maximising Australia's skilled workforce.
		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er 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 n addition to any government funded parental leave scheme for primary carers?
	☐ Yes	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





	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, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate 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 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, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY):  By paying the gap between the employee's salary and the government's paid parental leave scheme  By paying the 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)
	<ul> <li>☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)</li> <li>☑ No, not available (you may specify why this leave is not provided)</li> <li>☑ Currently under development, please enter date this is due to be completed 31/12/20</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Government scheme is sufficient</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
6.	A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.
	Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?
	<ul> <li>Yes</li> <li>No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)</li> <li>No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY</li> <li>No (you may specify why employer funded paid parental leave for secondary carers is not paid)</li> <li>Currently under development, please enter date this is due to be completed 31/12/20</li> <li>Insufficient resources/expertise</li> <li>Government scheme is sufficient</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>

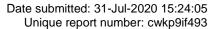
7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	3	0	0	4

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	
	Female	Male	Female	Male
Non-managers	21	0	0	29

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where
    annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.





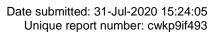


	Female	Male
Managers	0	0

- How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from 8.1
  - 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.

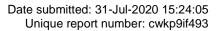
			Female	Male
		Non-managers	0	0
Э.	_	ou have a formal policy and/or formal strateg es (select all applicable answers)  Policy	y on flexible working arrangeme	nts?
	⊠ No	☐ Strategy  (you may specify why no formal policy or formal ☐ Currently under development, please enter ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):  Informal arrangements on a case-by-case	date this is due to be completed	
0.	Do yo	ou have a formal policy and/or formal strateg	y to support employees with fam	nily or caring responsibilities?
	☐ Ye	es (select all applicable answers)		
	⊠ No	☐ Strategy  o (you may specify why no formal policy or formal currently under development, please enter ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace a ☐ Not a priority ☐ Other (provide details):  Formal arrangements on a case-by-case before the provide of the provide details.	date this is due to be completed greement	
1.		ou offer any other support mechanisms, othe imployer-subsidised childcare, breastfeeding		family or caring responsibilities
	⊠ Ye	ss (you may specify why non-leave based measu Currently under development, please enter Insufficient resources/expertise Not a priority Other (provide details):		
	11.1	Please select what support mechanisms ar  Where only one worksite exists, for		
		☐ Employer subsidised childcare ☐ Available at some worksites only ☐ Available at all worksites ☐ On-site childcare		
		Available at some worksites only  Available at all worksites		







	☑ Available at some worksites only         ☐ Available at all worksites         ☐ Childcare referral services         ☐ Available at all worksites         ☐ Internal support networks for parents         ☐ Available at all worksites         ☐ Internal support networks for parents         ☐ 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 some worksites         ☐ Referral services to support employees with family and/or caring responsibilities         ☐ Available at some worksites only         ☐ Available at some worksites         ☐ Parenting workshops targeting mothers         ☐ Available at some worksites only         ☐ Available at some worksites only         ☐ Available at some worksites only         ☐ Available at all worksites         ☐ Parenting workshops targeting mothers         ☐ Av
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?
	<ul> <li>Yes (select all applicable answers)</li> <li>☐ Employee assistance program (including access to a psychologist, chaplain or counsellor)</li> <li>☐ Training of key personnel</li> <li>☐ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>☐ Workplace safety planning</li> <li>☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid leave</li> <li>☐ Confidentiality of matters disclosed</li> <li>☐ Referral of employees to appropriate domestic violence support services for expert advice</li> </ul>

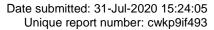




14.



☐ Protection from any adverse action ☐ Flexible working arrangements ☐ Provision of financial support (e.g. a) ☐ Offer change of office location ☐ Emergency accommodation assista ☐ Access to medical services (e.g. do ☑ Other (provide details): ☐ Informal arrangements on a case-term of the composite of the composite of the composite of the need ☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):	advance bonus payment ance octor or nurse) by-case basis mechanisms are in plac	t or advanced pa	у)	riolence
Where any of the following options are available to be some and the following options are available to be some as a few and to be some as a few and the form and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the following options are not available to be some as a few and the f	or informally. vomen formally but to income and men. oth women AND men. oth women Please tic	men informally,	you would sel	
	Mar	nagers	Non-m	anagers
	Formal	Informal	Formal	Informal
Flexible hours of work			$\boxtimes$	
Compressed working weeks				
Time-in-lieu		$\boxtimes$		$\boxtimes$
Telecommuting		$\boxtimes$		$\boxtimes$
Part-time work			$\boxtimes$	
Job sharing				
Carer's leave				
Purchased leave				
Unpaid leave				
14.3 You may specify why any of the about the control of the contr	se enter date this is due	to be completed		
14.4 If your organisation would like to proplease do so below:	ovide additional inform	nation relating to	gender equa	lity indicator 4,



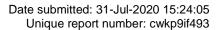




# Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	s (you may specify why you have not consulted with employees on gender equality)  Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		□ Survey □ Consultative committee or group □ Focus groups Exit □ interviews Performance □ discussions Other □ (provide details):
	15.2	Who did you consult?
		<ul> <li>All staff</li> <li>Women only</li> <li>Men only</li> <li>Human resources managers</li> <li>Management</li> <li>Employee representative group(s)</li> <li>Diversity committee or equivalent</li> <li>Women and men who have resigned while on parental leave</li> <li>Other (provide details):</li> </ul>
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ge	nder	equality indicator 6: Sex-based harassment and discrimination
oartic	ipation.	on 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 training 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?
		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







	☐ 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?
	<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
Do yo	ou 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  Varies across business units  Other (provide details):  You may specify why this training is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority
17.1	Other (provide details):  If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

# Other

17.

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

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





# Gender composition proportions in your workplace

## Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

## Based upon your workplace profile and reporting questionnaire responses:

# Gender composition of workforce

1. the gender composition of your workforce overall is 13.6% females and 86.4% males.

# **Promotions**

- 2. 14.6% of employees awarded promotions were women and 85.4% were men
  - i. 8.6% of all manager promotions were awarded to women
  - ii. 16.0% of all non-manager promotions were awarded to women.
- 3. 1.0% of your workforce was part-time and 1.1% of promotions were awarded to part-time employees.

# Resignations

- 4. 15.2% of employees who resigned were women and 84.8% were men
  - i. 0.0% of all managers who resigned were women
  - ii. 15.6% of all non-managers who resigned were women.
- 5. 1.0% of your workforce was part-time and 0.4% of resignations were part-time employees.

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

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

# Notification and access List of employee organisations: CEO sign off confirmation Name of CEO or equivalent: Jules Pemberton CEO signature: Date: