



www.wgea.gov.au ABN 47 641 643 874

19 June 2020

Reference: 17010672321

Mr Richard Mathews Chief Executive Officer RPMGlobal Holdings Limited GPO Box 2774 BRISBANE QLD 4000

Dear Mr Mathews

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

Thank you for submitting your annual compliance report for the reporting period 1 April 2019 to 31 March 2020. Your organisation (and any subsidiaries listed on your 2019-20 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 following the 2020-2021 reporting period.

Thank you for your ongoing commitment to the WGEA reporting process and the contribution your organisation/s makes to improving gender equality outcomes in Australian workplaces.

Yours sincerely

Libby Lyons Director





# Public report

2019-20

Submitted by

Legal Name: RPMGlobal Holdings Limited





# Organisation and contact details

Submitting organisation details	Legal name	RPMGlobal Holdings Limited		
	ABN	17010672321		
	ANZSIC	M Professional, Scientific and Technical Services 6999 Other Professional, Scientific and Technical Services n.e.c.		
	Business/trading name/s			
	ASX code (if applicable)	RUL		
	Postal address	GPO Box 2774 BRISBANE QLD 4000 AUSTRALIA		
	Organisation phone number	(07) 3100 7200		
Reporting structure	Ultimate parent	RPMGlobal Holdings Limited		
	Number of employees covered by this report	215		





# All organisations covered by this report

Legal name	Business/trading name/s
RPMGlobal Holdings Limited	
RPM Software Pty Ltd	
GeoGAS Pty Ltd	
RPM Advisory Services Pty Ltd	

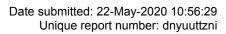




# Workplace profile

## Manager

Manager and a standard and a standard	Deposition level to OFO	Formly we ark status		1	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	2	2
		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	1	4	5
	-1	Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	0	0	0
<u>-</u>		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	0	5	5
		Full-time contract	0	0	0
Senior Managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	6	11
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
Other managers		Full-time permanent	0	3	3
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0







Managar accumational actogorica	Reporting level to CEO	Employment status		Reporting level to CEO Employment status No. of employees				
Manager occupational categories	Reporting level to CEO			М	Total employees			
Grand total: all managers					27			

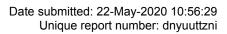




# Workplace profile

## Non-manager

Non manager accumational actogories	Employment status	No. of employees (exclud	ing graduates and apprentices)	No. of gradua	ites (if applicable)	No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Limployment status	F	M	F	М	F	M	Total employees
	Full-time permanent	22	103	2	11	0	0	138
	Full-time contract	0	0	0	1	0	0	1
Professionals	Part-time permanent	8	2	0	0	0	0	10
Professionals	Part-time contract	0	0	0	0	0	0	0
	Casual	0	7	0	4	0	0	11
	Full-time permanent	1	5	0	0	0	0	6
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	1	0	0	0	0	0	1
	Casual	1	2	0	0	0	0	3
	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	7	0	0	0	0	0	7
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	4	1	0	0	0	0	5
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	4	0	0	0	0	4
	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		No. of employees (exclud	ing graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	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	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	Grand total: all non-managers		124	2	16	0	0	188





# Reporting questionnaire

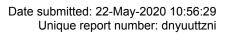
## Gender equality indicator 1: Gender composition of workforce

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

#### NB. IMPORTANT:

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

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







1.4	Promotions
	<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>
1.5	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	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	2	0	3
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

1.11 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	4
Number of appointments made to NON-MANAGER roles (including promotions)	11	28

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	1	1	2	22
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	2	3

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

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

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

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





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

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

2.1a.1	Organisation name?		
	RPMGlobal Holdings Limited		
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	rning body (if the role of the Chair rota	ites, enter the gender of the
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?
		Female	Male
	Number	0	2
2.1d.1	☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gove ☐ Not a priority ☑ Other (provide details): The Board is of the view that three (3) directors is appropriate future appointment be require industry experience or profess compliance objectives and to accordance with the Company made fairly considering the skeep control of the second of the secon	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be compl	n/20% either) leted  details why):  ition of the Board being limited to the current operations. Should a m candidates that hold the required eve its strategic, operational and antment would be made if ensure that any appointment is blicants irrespective of their gender.
2.1g.1	Are you reporting on any other organi	sations in this report?	
	⊠ Yes □ No		
2.1a.2	Organisation name?		
	RPM Software Pty Ltd		
2.1b.2	How many Chairs on this governing be	ody?	
		Female	Male

#### 2.1c.2 How many other members are on this governing body (excluding the Chair/s)?

0

Number





	Female	Male
Number	0	2

2.1d.2	Has a target been set to increase the representation of women on this governing body?
	Yes  No (you may specify why a target has not been set)  Governing body/board has gender balance (e.g. 40% women/40% men/20% either)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Do not have control over governing body/board appointments (provide details why):  Not a priority  Other (provide details):  The Board is of the view that the current size, capabilities and composition of the Board being limited to three (3) directors is appropriate and conducive to decision making for the current operations. Should a future appointment be required, such an appointment will be made from candidates that hold the required industry experience or professional skills in order for the Board to achieve its strategic, operational and compliance objectives and to deliver value to shareholders. Any appointment would be made if accordance with the Company's Diversity Policy with a commitment to ensure that any appointment is made fairly considering the skills, qualifications, and abilities of the applicants irrespective of their gender, ages, ethnicity, cultural background, marital status, sexual orientation and/or religious beliefs.
2.1a.2	Are you reporting on any other organisations in this report?
J	☐ Yes ☑ No
2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> </ul>
	☐ No (you may specify why no formal selection policy or formal selection strategy is in place) ☐ In place for some governing bodies
	Currently under development, please enter date this is due to be completed
	<ul> <li>☐ Insufficient resources/expertise</li> <li>☐ Do not have control over governing body appointments (provide details why)</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
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.

## 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.





. Do	you have a formal policy and/or formal strategy on remuneration generally?
	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
	<ul> <li>☐ Insufficient resources/expertise</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Non-award employees paid market rate</li> </ul>
	☐ Not a priority ☐ Other (provide details):
3.	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 ☐ Solorios and by specific direction or workplace agreements
	<ul> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Insufficient resources/expertise</li> </ul>
	<ul><li>☑ Non-award employees paid market rate</li><li>☐ Not a priority</li><li>☐ Other (provide details):</li></ul>
	eve you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e.
CO	nducted a gender pay gap analysis)?
	Yes - 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
$\boxtimes$	☐ Other (provide details):  No (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 om for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
IS	alifications) ☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and the room for discretion in pay changes (because pay increases can occur with some discretion such as performance
as	sessments)  ☑ Non-award employees paid market rate ☐ Not a priority
	Other (provide details):
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.

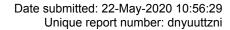




5.		R" is the member of ity for the day-to-day		e carer, REGARDLESS O	F GENDER, identified as having
				r PRIMARY CARERS that scheme for primary carer	t is available for women AND 's?
	☐ By paying ☐ By paying time over which it is ☐ As a lump ☐ No, we offer paid indicate how employ ☐ By paying ☐ By paying time over which it is ☐ As a lump ☐ No, we offer paid paid parental leave i ☐ By paying ☐ By paying time over which it is ☐ As a lump ☐ No, not available ☐ Currently ☐ Insufficier ☐ Governm ☐ Not a price	the gap between the end the employee's full sat paid. For example, full to sum payment (paid proparental leave for primer funded paid parental the gap between the end paid. For example, full to sum payment (paid proparental leave for primes provided to men ONL the gap between the end the employee's full sat paid. For example, full to sum payment (paid proparental leave for primes provided to men ONL the gap between the end the employee's full sat paid. For example, full to sum payment (paid proparent) the gap between the end of the employee's full sat paid. For example, full the sum payment (paid proparent) the gap between the end of the paid proparent (paid proparent) the sum payment	employee's salary an lary (in addition to the pay for 12 weeks or re- or post- parental I harry carers that is avail leave is provided to employee's salary an lary (in addition to the pay for 12 weeks or re- or post- parental I harry carers that is availary (in addition to the pay for 12 weeks or re- or post- parental I harry carers that is availary (in addition to the pay for 12 weeks or re- or post- parental I harry carers that is availary (in addition to the pay for 12 weeks or re- or post- parental I this leave is not prove the pay for	half pay for 24 weeks eave, or a combination) ailable to women ONLY (e o women ONLY): d the government's paid p e government's paid scher half pay for 24 weeks eave, or a combination) ailable to men ONLY. (Plea d the government's paid p e government's paid scher half pay for 24 weeks eave, or a combination) ided)	arental leave scheme me), regardless of the period of .g. maternity leave). (Please arental leave scheme me), regardless of the period of ase indicate how employer funded
6.	A "SECONDARY C primary carer.	ARER" is a member o	of a couple or a sing	le carer, REGARDLESS	OF GENDER, who is not the
				r SECONDARY CARERS re scheme for secondary	that is available for men and carers?
	No, we offer paid     No (you may spe	parental leave for SEC cify why employer fund under development, plat resources/expertise ent scheme is sufficient	CONDARY CARERS led paid parental lead ease enter date this	that is available to men O that is available to womer we for secondary carers is is due to be completed	ONLY
7.		ERS have taken pare parental leave, regard		e reporting period (paid nmenced.	and/or unpaid)? Include
		Primary ca	rer's leave	Secondary c	arer's leave
		Female	Male	Female	Male
	Managers	1	0	0	0

now 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 care	r's leave
	Female	Male	Female	Male
Non-managers	3	0	0	4







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.

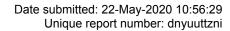
	Female	Male
Managers	0	0

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

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

	Female	Male
Non-managers	1	1

		Non-managers
9.	Do yo	ou have a formal policy and/or formal strategy on flexible working arrangements?
	⊠ Ye	es (select all applicable answers)  Policy Strategy 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 Don't offer flexible arrangements Not a priority Other (provide details):
10.	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  (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities employer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	c (you may specify why non-leave based measures are not in place)  Currently under development, please enter date this is due to be completed Insufficient resources/expertise  Not a priority Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites.  • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		☐ Employer subsidised childcare







	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 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 support mechanisms, other than leave, that are in place for employees with family or caring responsibilities, and whether they are available at all worksites.
	We provide flexible working hours and flexible working conditions.
Do vo	ou have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
violer	
⊠ Ye	s (select all applicable answers)
	Policy
	☐ Strategy (you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements
	□ Not aware of the need
	☐ Not a priority ☐ Other (please provide details):
	U Other (prease provide details).
	than a formal policy and/or formal strategy, do you have any support mechanisms in place to support byees who are experiencing family or domestic violence?
empio	byces who are experiencing raining or domestic violence?

13.





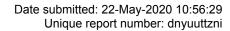
 $\boxtimes$  Yes (select all applicable answers)

Training of key personnel
<ul> <li>☐ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>☐ Workplace safety planning</li> </ul>
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     □ 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 a priority
☐ Other (provide details):
Where any of the following options are available in your workplace, are those option/s available to both womer
AND men?
AND men?  • flexible hours of work
AND men?  flexible hours of work  compressed working weeks
AND men?  If the state of the s
AND men?  If the flexible hours of work  Compressed working weeks  Itime-in-lieu  Itelecommuting
AND men?  If lexible hours of work  compressed working weeks  time-in-lieu  telecommuting  part-time work
AND men?  Iflexible hours of work  compressed working weeks  time-in-lieu  telecommuting  part-time work  job sharing
AND men?  Iflexible hours of work  compressed working weeks  time-in-lieu  telecommuting  part-time work  job sharing  carer's leave
AND men?  I flexible hours of work  compressed working weeks  time-in-lieu  telecommuting  part-time work  job sharing  carer's leave  purchased leave
AND men?  Iflexible hours of work  compressed working weeks  time-in-lieu  telecommuting  part-time work  job sharing  carer's leave  purchased leave  unpaid leave.
AND men?  Iflexible 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.
AND men?  Iflexible hours of work  compressed working weeks  time-in-lieu  telecommuting  part-time work  job sharing  carer's leave  purchased leave  unpaid leave.
AND men?  I 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.
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.
AND men?  I 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.

# Which options from the list below are available? Please tick the related checkboxes. • Unticked checkboxes mean this option is NOT available to your employees.

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

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	

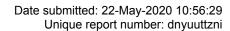






☐ Insufficient resources/expertise

		<ul> <li>☑ Not a priority</li> <li>☑ Other (provide details):</li> <li>Do not have employee demand.</li> </ul>
	14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:
		equality indicator 5: Consultation with employees on issues ing gender equality in the workplace
		quality indicator seeks information on what consultation occurs between employers and employees on issues ender equality in the workplace.
15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes	(you may specify why you have not consulted with employees on gender equality)  ☑ Not needed (provide details why):  No issues at present.  ☐ Insufficient resources/expertise  ☐ Not a priority  ☐ Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
The p	reventio	equality indicator 6: Sex-based harassment and discrimination  n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace.  Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Yes	s (select all applicable answers)  Policy
	□ 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 □ 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> </ul>







	☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
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):  (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:

- 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 25.1% females and 74.9% males.

#### **Promotions**

- 2. 37.5% of employees awarded promotions were women and 62.5% were men
  - i. 60.0% of all manager promotions were awarded to women
  - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 8.4% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

#### Resignations

- 4. 21.2% of employees who resigned were women and 78.8% were men
  - i. 50.0% of all managers who resigned were women
  - ii. 19.4% of all non-managers who resigned were women.
- 5. 8.4% of your workforce was part-time and 6.1% of resignations were part-time employees.

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

- i. 25.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 25.0% 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. 50.0% of all 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: Richard Mathews CEO signature: Date: