



Public report

2019-20

Submitted by

Legal Name:
Austin Engineering Limited





Organisation and contact details

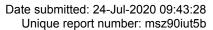
Submitting organisation details	Legal name	Austin Engineering Limited	
	ABN	60078480136	
	ANZSIC	C Manufacturing 2462 Mining and Construction Machinery Manufacturing	
	Business/trading name/s		
	ASX code (if applicable)	ANG	
	Postal address	PO Box 2052	
		Milton QLD 4064	
		AUSTRALIA	
	Organisation phone number	0737238600	
Reporting structure	Ultimate parent	Austin Engineering Limited	
	Number of employees covered by this report	238	





All organisations covered by this report

Legal name	Business/trading name/s
Austin Engineering Limited	
Aust Bore Pty Ltd	
Pilbara Hire Group Pty Ltd	





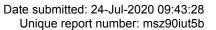


Workplace profile

Manager

Managar acquinational actorogrica	Reporting level to CEO	Employment status		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	0	0		
		Full-time contract	0	0	0		
Key management personnel	1	Part-time permanent	0	4	4		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-1	Full-time permanent	1	4	5		
		Full-time contract	0	0	0		
Other executives/General managers		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		
Senior Managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	2	3		
		Full-time contract	0	0	0		
Other managers	-3	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers			2	17	19		

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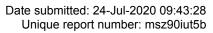


Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (exclud	ing graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentices (if applicable)		Total employees
	Employment status	F	M	F	M	F	M	Total employees
	Full-time permanent	7	26	0	0	0	0	33
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	7	113	0	0	3	15	138
	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	0	18	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
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	10	9	0	0	0	0	19
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	3	0	0	0	0	3
	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

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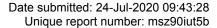






Non manager equipational estageries	Employment status	No. of employees (exclud	ing graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	M	F	M	Total employees
	Full-time permanent	2	2	0	0	0	0	4
	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	1	0	0	0	0	1
	Full-time permanent	1	0	0	0	0	0	1
	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		29	172	0	0	3	15	219

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Reporting questionnaire

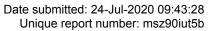
Gender equality indicator 1: Gender composition of workforce

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
	 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	0	1	3	4
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)	0	1
Number of appointments made to NON-MANAGER roles (including promotions)	12	50

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

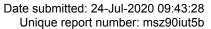
	Mana	Managers		Non-managers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	0	1	4	49	
Permanent/ongoing part-time employees	0	0	0	0	
Fixed-term contract full-time employees	0	0	0	0	
Fixed-term contract part-time employees	0	0	0	0	
Casual employees	0	0	0	15	

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.



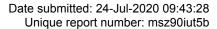




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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?						
	Austin Engineering Limited						
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	ning body (if the role of the Chair rota	ates, 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	4				
	1 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): 1 Are you reporting on any other organisations in this report? □ Yes						
2.2	☐ Insufficient resources/expertise	lection policy or formal selection strategy odies please enter date this is due to be compl	y is in place) leted				
2.3	Does your organisation operate as a pa "incorporated" entity - Pty Ltd, Ltd or I ☐ Yes ☒ No		your organisation is an				





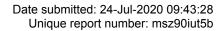


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

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.

3.	Do yo	ou have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers)
	□ 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?
		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 objectives (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):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
		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):
	⊠ 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 for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)

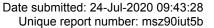






	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
IS room	n for discretion in pay changes (because pay increases can occur with some discretion such as performance
assessi	ments)
	☐ Non-award employees paid market rate
	☐ Not a priority
	Other (provide details):
	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

	nder equality indicator 4: Flexible working and support for employees in family and caring responsibilities
employ suppor so com	dicator will enable the collection and use of information from relevant employers about the availability and utility of yment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements rting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men bine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental der 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.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer): □ By paying the gap between the employee's salary and the government's paid parental leave scheme □ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks □ As a lump sum payment (paid pre- or post- parental leave, or a combination) □ No, 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) □ No, 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):
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?
	☐ Yes ☐ No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) ☐ No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY ☐ No (you may specify why employer funded paid parental leave for secondary carers is not paid) ☐ Currently under development, please enter date this is due to be completed







	Insufficient resources/expertise
	Government scheme is sufficient
\boxtimes	Not a priority
	Other (provide details):

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	0	0	0	0

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	1	0	0	0

- 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.

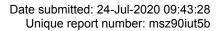
	Female	Male
Non-managers	0	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements
	∇es (select all applicable answers)

Yes	(select all applicable answers)
	Policy
□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
	☐ Don't offer flexible arrangements
	☐ Not a priority
	Other (provide details):

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

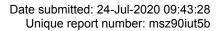
$\boxtimes A$	business case for flexibility	y has been establishe	ed and endorsed	at the leadership level
	eaders are visible role mod			·







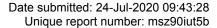
		Targets have been set for engagement in flexible work Targets have been set for men's engagement in flexible work Leaders are held accountable for improving workplace flexibility Manager training on flexible working is provided throughout the organisation Employee training is provided throughout the organisation Team-based training is provided throughout the organisation Employees are surveyed on whether they have sufficient flexibility The organisation's approach to flexibility is integrated into client conversations The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement) Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
10.	Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		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 agreement Not a priority Other (provide details):
11.	(eg, eı ⊠ Yes	u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities imployer-subsidised childcare, breastfeeding facilities)? (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







		□ Targeted communication mechanisms, for example intranet/ forums □ Available at some worksites only □ Available at some worksites only □ 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 all 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.
		Support mechanisms are given on a case by case basis and informal such as flexible work hours and work from home support.
12.	Do yo violen	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic ce?
	⊠ Yes	s (select all applicable answers)
	□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 agreements □ Not aware of the need □ Not a priority □ Other (please provide details):
13.		than a formal policy and/or formal strategy, do you have any support mechanisms in place to support yees who are experiencing family or domestic violence?
		s (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 (contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) Access to unpaid leave Confidentiality of matters disclosed Referral of employees to appropriate domestic violence support services for expert advice Protection from any adverse action or discrimination based on the disclosure of domestic violence Flexible working arrangements 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): (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 a ware of the need Not a priority







14.	Where any of the following options are available in your workplace, are those option/s available to both wome AND men?	en
	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.	
	✓ Variable and the first construction of the first factor and the second second	
	✓ 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 checkboxes.

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

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

14.3	You may specify why any	of the above options are NO	available to your employees.

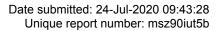
	Currently under development, please enter date this is due to be completed
\boxtimes	Insufficient resources/expertise
	Not a priority
	Other (provide details):

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

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.

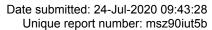
15. Have you consulted with employees on issues concerning gender equality in your workplace?







Not needed (provide details why):		⊠ Yes	
Insufficient resources/expertise Not a priority Other (provide details):		∐ No	(you may specify why you have not consulted with employees on gender equality)
Not a priority Other (provide details):			
15.1 How did you consult with employees on issues concerning gender equality in your workplace? Survey			☐ Not a priority
Survey Consultative committee or group Focus groups Exit Interviews Performance discussions Other (provide details): 15.2			Other (provide details):
Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): 15.2		15.1	How did you consult with employees on issues concerning gender equality in your workplace?
Consultative committee or group Focus groups Exit interviews			_
Gouts 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. Additional Policies, Updated Code of Conduct, Confidentiality Provisions Gender equality indicator 6: Sex-based harassment and discrimination The prevention of sex-based harassment and discrimination Sex-based harassment and discrimination The prevention of sex-based harassment and discrimination Sex-based harassment and managers on SBH is in place.			
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 No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed 			⊠ Yes
Currently under development, please enter date this is due to be completed			☐ 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





17.

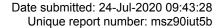


	☐ Not a priority ☐ Other (provide details):
Do yo	ou provide training for all managers on sex-based harassment and discrimination prevention?
	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business 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 14.3% females and 85.7% males.

Promotions

- 2. 37.5% of employees awarded promotions were women and 62.5% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 42.9% of all non-manager promotions were awarded to women.
- 3. 2.5% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 5.8% of employees who resigned were women and 94.2% were men
 - i. 0.0% of all managers who resigned were women
 - ii. 5.9% of all non-managers who resigned were women.
- 5. 2.5% of your workforce was part-time and 0.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. N/A 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.

CEO sign off confirmation

Name of CEO or equivalent:	Confirmation CEO has signed the report:		
Peter Forsyth			
CEO signature:	Date:		