



Public report

2018-19

Submitted by

Legal Name: Brickworks Limited







Organisation and contact details

Submitting organisation details	Legal name	Brickworks Limited
	ABN	17000028526
	ANZSIC	C Manufacturing 2029 Other Ceramic Product Manufacturing
	Business/trading name/s	
	ASX code (if applicable)	BKW
	Postal address	PO Box 6550 WETHERILL PARK NSW 1851 AUSTRALIA
	Organisation phone number	(02) 9830 7800
Reporting structure	Ultimate parent	Brickworks Limited
	Number of employees covered by this report	1,574





All organisations covered by this report

	-
Legal name	Business/trading name/s
Brickworks Limited	
The Austral Brick Company Pty Ltd	
Nubrik Pty Ltd	
Auswest Timbers Pty Ltd	
Auswest Timbers (ACT) Pty Ltd	
Bristile Holdings Pty Ltd	





Workplace profile

Manager

Managan accomplished actorics	Deposition level to CEO	Employment status		No. of employees		
Manager occupational categories			F	M	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	2	4	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	6	17	23	
		Full-time contract	0	0	0	
Other executives/General managers	-2 Part-time permanent		0	0	0	
out of out of out of the first out of th	Part-time contract 0 0			0		
		Casual	0	0	0	
		Full-time permanent	1	18	19	
		Full-time contract	0	0	0	
Senior Managers	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	11	79	90	
		Full-time contract	0	0	0	
Other managers	-4	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			20	119	139	

Public report | www.wgea.gov.au 4



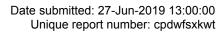


Workplace profile

Non-manager

Non-recorded and actional actions	Completion and status	No. of employees (exclud	ling graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprent	ices (if applicable)	Total amenia va aa
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
Professionals	Full-time permanent	42	111	1	8	0	0	162
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	3	1	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	4	204	0	1	2	18	229
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	1	1	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	5	0	0	0	0	5
	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	78	24	0	0	0	0	102
	Full-time contract	1	0	0	0	0	0	1
Clerical and administrative	Part-time permanent	19	0	0	0	0	0	19
	Part-time contract	0	0	0	0	0	0	0
	Casual	4	2	0	0	0	0	6
	Full-time permanent	109	139	0	0	0	0	248
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	10	3	0	0	0	0	13
	Part-time contract	0	0	0	0	0	0	0
	Casual	14	2	0	0	0	0	16
	Full-time permanent	2	504	0	0	0	0	506
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	9	0	0	0	0	9

Public report | www.wgea.gov.au 5







Non manager equipational estageries	Employment status	No. of employees (exclud	ling graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	3	96	0	0	0	0	99
Labourers	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	1	12	0	0	0	0	13
Others	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
Grand total: all non-managers		291	1,114	1	9	2	18	1,435

Public report | www.wgea.gov.au 6





Reporting questionnaire

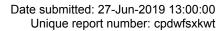
Gender equality indicator 1: Gender composition of workforce

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 2018 to 31 March 2019. (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?

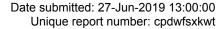
1.1	Recruitment
	 Yes (select all applicable answers) ☑ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention
	 Yes (select 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 Undergoing a complete review of all aspects of employment which touch the Diversity and Inclusion space in order to develop a Business Case and revised Strategy. Business Case to be developed by Jan 2020 with Strategy in place by July 2020 □ 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
	☐ 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 Undergoing a complete review of all aspects of employment which touch the Diversity and Inclusion space in order to develop a Business Case and revised Strategy. Business Case to be developed by Jan 2020 with Strategy in place by July 2020 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 Undergoing a complete review of all aspects of employment which touch the Diversity and Inclusion space in order to develop a Business Case and revised Strategy. Business Case to be developed by Jan 2020 with Strategy in place by July 2020 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 Undergoing a complete review of all aspects of employment which touch the Diversity and Inclusion space in order to develop a Business Case and revised Strategy. Business Case to be developed by Jan 2020 with Strategy in place by July 2020 □ Insufficient resources/expertise □ Not a priority







1.9 Gender equality overa	1.9	Gender	equality	overa
---------------------------	-----	--------	----------	-------

🛛 Yes (s	elect all applicable answers)
È	Policy
\boxtimes	Strategy
☐ No (yo	u 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	5	15	15	34
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	0

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

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

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	5	41
Number of appointments made to NON-MANAGER roles (including promotions)	113	279

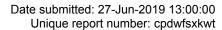
1.12 How many employees resigned during the reporting period against each category below?

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	10	32	135
Permanent/ongoing part-time employees	0	0	5	1
Fixed-term contract full-time employees	0	0	2	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	1	1

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

Full review underway of all aspects of the employment cycle with a Diversity and Inclusion lens. Business case to then be developed and a revised D&I Strategy to be developed by July 2020

Gender equality indicator 2: Gender composition of governing bodies

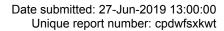






Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant 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.

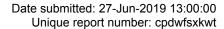
		ttee of management, council or other go erning body for your Australian entity, e	
2.1	Please answer the following	questions relating to each governing bo	ody covered in this report.
	Note: If this report covers mo organisation before proceed	ore than one organisation, the questions ing to question 2.2.	s below will be repeated for each
		ning body is the same as your parent ent e numerical details of your parent entity	
2.1a.1	Organisation name?		
	Brickworks Limited		
2.1b.1	How many Chairs on this go	verning body?	
		Female	Male
	Number	0	1
2.1c.1	How many other members at	re on this governing body (excluding the	,
2.1c.1	How many other members an Number	re on this governing body (excluding the Female	e Chair/s)? Male 4
	Number Has a target been set to incre Yes No (you may specify why a Governing body/boa Currently under dev	Female 1 ease the representation of women on this target has not been set) and has gender balance (e.g. 40% women/4 elopment, please enter date this is due to be sexexpertise over governing body/board appointments (ls):	Male 4 is governing body? 10% men/20% either) be completed
2.1d.1	Number Has a target been set to incre Yes No (you may specify why a Governing body/boa Currently under dev Insufficient resource Do not have control Not a priority Other (provide detai	Female 1 ease the representation of women on this target has not been set) and has gender balance (e.g. 40% women/4 elopment, please enter date this is due to be sexexpertise over governing body/board appointments (ls):	Male 4 is governing body? 10% men/20% either) be completed







		 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 □ Insufficient resources/expertise □ Do not have control over governing body appointments (provide details why) □ Not a priority □ 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.
Equal		equality indicator 3: Equal remuneration between women and men ration between women and men is a key component of improving women's economic security and progressing v.
3.	·	u have a formal policy and/or formal strategy on remuneration generally?
V.	⊠ Yes	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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details): Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	0.1	 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):
4.	Condu ☐ Yes	rou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)? - 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
room fo	or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
qualific	ations)
	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
IS roon	n for discretion in pay changes (because pay increases can occur with some discretion such as performance
assess	ments)
	☑ 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:
	A full review of all aspects of the D&I space are currently under review to develop a Business case and subsequent strategy by July 2020

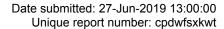
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

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.

	RIMARY 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.
	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time of indications of time of	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 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) by the original paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks 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 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) by we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded 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 parental leave scheme By paying the employee's 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) by 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):

8

provided to eligible employees:



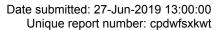




5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.

12 month eligibility period, 1-2 years get 8 weeks, 2-3 years get 9 weeks, 3-4 years get 10 weeks and over 4 years get 12 weeks paid leave

		····
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? • In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		<10%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		☑ Adoption☑ Surrogacy☑ Stillbirth
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the cy carer.
	Do yo	u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
	☐ No,	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (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 Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		5
6a.	If your CARE	rorganisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.





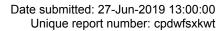
7.

8.

9.



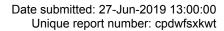
	☐ 31- ☐ 41- ☐ 51- ☐ 61- ☐ 71- ☐ 81-	30% 40% 50% 60% 70% 80% 90% 99%						
6.3	Please indica	te whether y	our employ	er funded p	oaid parental le	eave for sec	ondary care	ers covers:
How n	nany MANAGE yyees still on p	arental leave	, regardless	s of when it	ng the reporting commenced.			npaid)? Include
			mary carer's				y carer's lea	
Manag		Fema		Male 0	0	Female	3	Male
leave, annua	regardless of Include those Il leave or any	RS, during t when the lea where pare other paid or loyment' mea	ive comment ntal leave w r unpaid lea ans anyone	g period, ce aced? as taken co ve is also ta	eased employn ontinuously wi aken at that tir	th any othe ne.	returning to	Male 31 work from parental For example, where eason, including
					Female		N	1ale
Manag	gers			0			0	
8.1	parental leaveIncludwhere annual	e, regardless e those wher l leave or any ed employme	of when the re parental I of other paid ent' means a	e leave com eave was ta or unpaid l anyone who	nmenced? aken continuo leave is also ta	usly with an	ny other leav	e returning to work from we type. For example, tever reason, including
						Female		Male
	Non-managers	s			2		0	
	u have a forma s (select all app Policy Strategy			trategy on f	flexible workin	g arrangem	ents?	







	 No (you may specify why no formal policy of formal strategy is in place) Currently under development, please enter date this is due to be completed all aspects of D&I are being assessed in order to develop a revised Business Case and subsequent D&I strategy by July 2020 Insufficient resources/expertise Don't offer flexible arrangements Not a priority Other (provide details):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 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 all aspects of D&I are being assessed in order to develop a revised Business Case and subsequent D&I strategy by July 2020 Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	 Yes No (you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed all aspects of D&I are being assessed in order to develop a revised Business Case and subsequent D&I strategy by July 2020 Insufficient resources/expertise Not a priority Other (provide details):
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 all aspects of D&I are being assessed in order to develop a revised Business Case and subsequent D&I strategy by July 2020 ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ☑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

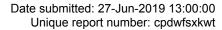




14.



• fle	ny of the following options are avail				
• te • pa • jo • ca • pu • ur Options i For exam	exible hours of work ompressed working weeks me-in-lieu lecommuting art-time work b sharing urer's leave urchased leave apaid leave. may be offered both formally and/or aple, if time-in-lieu is available to wo me option/s in place are available to both me/all options are not available to both	informally. The men formally but to the theorem to the theorem and men.			
14.1 W	hich options from the list below are	available? Please tid			
14.1 W	hich options from the list below are Unticked checkboxes mean th	available? Please tid is option is NOT avai	ilable to your er	nployees.	0000000
14.1 W		available? Please tic is option is NOT avai Mar	ilable to your er	nployees. Non-m	anagers Informal
•		available? Please tid is option is NOT avai	nagers Informal	nployees. Non-m Formal	Informal
FI	Unticked checkboxes mean the exible hours of work	available? Please tic is option is NOT avai Mar	ilable to your er	Non-m Formal	Informal
FI Co	Unticked checkboxes mean the exible hours of work compressed working weeks	available? Please tides option is NOT avai	nagers Informal	Non-m Formal	Informal
Flo Co Tii	Unticked checkboxes mean the exible hours of work compressed working weeks me-in-lieu	available? Please tides option is NOT avai	nagers Informal	Non-m Formal	Informal
Flo Co Tii Te	Unticked checkboxes mean the exible hours of work compressed working weeks	available? Please tides option is NOT avai	nagers Informal	Non-m Formal	Informal
Flo Co Tii Te Pa	exible hours of work compressed working weeks me-in-lieu elecommuting art-time work	available? Please tid is option is NOT avai Mar Formal	nagers Informal	Non-m Formal	Informal
Flo Co Tir Te Pa Jo	Exible hours of work compressed working weeks me-in-lieu elecommuting	available? Please tid is option is NOT avai Mar Formal □ □ □ □ □ □ □ □ □ □ □ □ □	nagers Informal	Non-m Formal	Informal
Flo Co Tii Te Pa Jo Ca	exible hours of work compressed working weeks me-in-lieu elecommuting art-time work b sharing	available? Please tid is option is NOT avai Mar Formal	nagers Informal	Non-m Formal	Informal





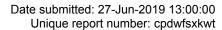


14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

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?
	☐ Yes ⊠ No	(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): We are kicking off the review this year to develop a Business Case and subsequent strategy, part of that will be consulting with employees
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation. \$	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)
	□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?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):





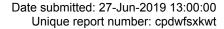


17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	_	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may 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 19.9% females and 80.1% males.

Promotions

- 2. 31.0% of employees awarded promotions were women and 69.0% were men
 - i. 25.0% of all manager promotions were awarded to women
 - ii. 33.3% of all non-manager promotions were awarded to women.
- 3. 2.5% of your workforce was part-time and 2.8% of promotions were awarded to part-time employees.

Resignations

- 4. 21.8% of employees who resigned were women and 78.2% were men
 - i. 9.1% of all managers who resigned were women
 - ii. 22.6% of all non-managers who resigned were women.
- 2.5% of your workforce was part-time and 3.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 8.7% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: AMWU AWU CFMMEU ETU TWU CEO sign off confirmation Name of CEO or equivalent: Lindsay Partridge CEO signature: Date:

