



2014-15 public report form submitted by Dexus Holdings Pty Limited to the Workplace Gender Equality Agency

Organisation and contact details

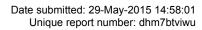
Legal name	Dexus Holdings Pty Limited
ABN	48110366946
ANZSIC	6712 Non-Residential Property Operators
Trading name/s	
ASX code (if relevant)	DXS
Postal address	PO Box R1822
	ROYAL EXCHANGE NSW 1225
	Australia
Organisation	
phone number	
Ultimate parent	Dexus Holdings Pty Limited
Number of	341
employees covered	
in this report	
submission	
Other	Dexus Property Services Pty Ltd
organisations	, ,
•	
report	
	ABN ANZSIC Trading name/s ASX code (if relevant) Postal address Organisation phone number Ultimate parent Number of employees covered in this report submission Other organisations reported on in this





Workplace profile Manager

Manager occupational categories	Reporting level to CEO	Employment status	ment status No. of employees		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	3	3
		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	2	3
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	16	21
		Full-time contract	0	0	0
	-2	Part-time permanent	0	1	1
		Part-time contract	0	0	0
Oth an averagitive of Canada I made a second		Casual	0	0	0
Other executives/General managers		Full-time permanent	1	14	15
		Full-time contract	0	1	1
	-3	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	5	9
		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







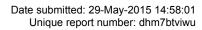
Managar accumptional actagories	Deporting level to CEO	Employment status		No	. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees			
		Full-time permanent	6	20	26			
		Full-time contract	0	2	2			
	-3	Part-time permanent	2	0	2			
		Part-time contract	0	0	0			
		Casual	0	0	0			
		Full-time permanent	5	12	17			
	-4	Full-time contract	0	0	0			
		Part-time permanent	2	0	2			
		Part-time contract	1	1	2			
		Casual	0	0	0			
		Full-time permanent	1	0	1			
		Full-time contract	0	0	0			
	-5	Part-time permanent	0	0	0			
		Part-time contract	0	0	0			
		Casual	0	0	0			
Grand total: all managers	Grand total: all managers							





Non-manager

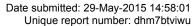
Non-manager occupational	Employment	No. of employees (exclu		No. of gr appli	aduates (if	No. of apprentices (if applicable)		Total
categories	status	F	М	F	M	F	М	employees
	Full-time permanent	70	65	0	2	0	0	137
	Full-time contract	6	5	0	0	0	0	11
Professionals	Part-time permanent	13	0	0	0	0	0	13
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	0	0	0	0	0	2
	Full-time permanent	0	0	0	0	0	0	0
	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	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	27	7	0	0	0	0	34
	Full-time contract	1	2	0	0	0	0	3
Clerical and administrative	Part-time permanent	16	0	0	0	0	0	16
	Part-time contract	1	0	0	0	0	0	1
	Casual	11	5	0	0	0	0	16
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0







Non-manager occupational categories	Employment status	No. of employees (exclu apprenti			aduates (if cable)	No. of apprentices (if applicable)		Total employees
Categories		F	M	F	M	F	М	employees
	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
	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		147	84	0	2	0	0	233







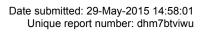
Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

•••	
☐ No ☐ No ☐ No ☐ No	Recruitment? s (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
☐ No ☐ No ☐ No ☐ No	Retention? s (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
☐ No ☐ No ☐ No ☐ No	Performance management processes? s (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
☐ No ☐ No ☐ No ☐ No	Promotions? s (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy , currently under development , insufficient human resources staff , don't have expertise , not a priority







1.5 Talent identification/identification of high potentials? ☑ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy
□ No □ No, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.6 Succession planning? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.8 Resignations? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
□ No □ No, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.9 Key performance indicators for managers relating to gender equality? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority





Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place: PPMC/Corporate Responsibility, Inclusion/ Diversity Committee/ Lean-in Committee/ Flexible working policy/ anti-harassment, discrimination policy/ Paid Parental Leave/ Superannuation payments throughout period of parental leave
1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below: "Plus One" commitment of relevant Executive Leaders to hire a minimum of one senior female General Manager and above into an approved open role built into KPS's
Gender equality indicator 2: Gender composition of governing bodies
 Does your organisation, or any organisation you are reporting on, have a governing body/board? ☑ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place include what percentage target has been set relating to the representation of women, and the year the target is to be reached.
IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the 'Year to be reached' column.
Gender and Gender and

rea	cnea column.						
	Organisation	Gender and NUMBER (NOT percentage) of chairperson/s		Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached
	name					(enter a	(in YYYY
		F	M	F	M	percentage number from 0-100)	format; if no target has been set, leave blank)
1	DEXUS Property Group (DXH)	0	1	3	5	33	2015
2							





	Organisation name	NUN (N percen	Gender and NUMBER (NOT percentage) of chairperson/s		ler and ER (NOT Itage) of board Inbers	% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	format; if no target has been set, leave blank)
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							





	Organisation	Gender and NUMBER (NOT percentage) of chairperson/s		Gender and NUMBER (NOT percentage) of other board members		NUMBER NUMBER (NOT percentage) of other board of wo		% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)		
27									
28									
29									
30									

2.1a If you have reported a large number of governing body/board members (over 17) fo any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE. Yes, the data provided in question 2.1 reflect numbers not percentages.
2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below: Governing body has gender balance (e.g. 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Do not have control over board appointments (provide details why):
☐ Not a priority ☐ Other (provide details):
2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report? ☐ Yes
 ☑ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, in place for some governing bodies No, currently under development No, insufficient human resources staff No, do not have control over board appointments (provide details why):
No, don't have expertiseNo, not a priorityNo, other (provide details):

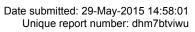
2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.





	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

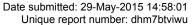






3.3 Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives:

 Has a gender remuneration gap analysis been undertaken? ✓ Yes. When was the most recent gender remuneration gap analysis 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 No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below:
4.1 Were any actions taken as a result of your gender remuneration gap analysis? ☐ Yes - please indicate what actions were taken (more than one option can be selected): ☐ Created a pay equity strategy or action plan ☐ Identified cause/s of the gaps ☐ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps ☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
 ☑ Analysed performance pay to ensure there is no gender bias (including unconscious bias) ☐ Trained people-managers in addressing gender bias (including unconscious bias) ☐ Set targets to reduce any like-for-like gaps ☐ Set targets to reduce any organisation-wide gaps ☐ Reported pay equity metrics to the board ☐ Reported pay equity metrics to the executive ☐ Corrected like-for-like gaps ☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details):
 No No unexplainable or unjustifiable gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, unable to address cause/s of gaps (provide details why):
No, not a priorityNo, other (provide details):







4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? Yes No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):
5.1 Please indicate the number of weeks of employer funded parental leave that are provided for primary carers.12
5.2 How is employer funded paid parental leave 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)
Do you provide employer funded paid parental leave for SECONDARY CARERS, is addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater Yes, less than one week No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient

6.1 Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers.

No, don't know how to implement

No, not a priority

☐ No, other (provide details):

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?

Primary carer's leave Secondary carer's leave
Female Male Female Male

Managers 2 0 0 2

Non-managers 11 0 0 1

Secondary carer's leave

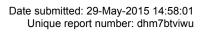




8 What proportion of your total workforce has access to employer funded paid parental leave?

Primary carer's leave

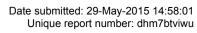
%	100	100
9 ⊠ Yes	Do you have a formal policy or formal : ☐ Standalone policy	strategy on flexible working arrangements?
	 ☐ Policy is contained within another p ☐ Standalone strategy ☐ Strategy is contained within anothe 	
☐ No ☐ No, ☐ No,	currently under development insufficient human resources staff	
☐ No, ☐ No,	included in workplace agreement don't have expertise don't offer flexible arrangements	
☐ No,	not a priority other (provide details):	
10 caring i ⊠ Yes	responsibilities?	strategy to support employees with family and
	☐ Standalone policy☐ Policy is contained within another p☐ Standalone strategy	olicy
□ No	☐ Strategy is contained within anothe currently under development	r strategy
☐ No, ☐ No,	insufficient human resources staff included in workplace agreement don't have expertise	
☐ No, ☐ No,	don't offer flexible arrangements not a priority	
∐ No,	other (provide details):	
11 caring r ⊠ Yes □ No	responsibilities?	asures to support employees with family and
No, No, No,	currently under development insufficient human resources staff don't have expertise	
	not a priority other (provide details):	
11.1 additior ⊠ Yes ∐ No	n to your head office?	are available, do you have other worksites in
	Please indicate what measures are in do not have multiple worksites, you wou bloyer subsidised childcare Head office only	place and in which worksites they are available ald select 'Head office only'):







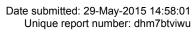
☐ Other worksites only
Head office and some other worksites
All worksites including head office
On-site childcare
Head office only
☐ Other worksites only ☐ Head office and some other worksites
☐ All worksites including head office
☐ All worksites including head office ☐ Breastfeeding facilities
☐ Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
Childcare referral services
☐ Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
Internal support network for parents
Head office only
☐ Other worksites only☐ Head office and some other worksites
☐ All worksites including head office
Return to work bonus
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
Information packs to support new parents and/or those with elder care responsibilities
☐ Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
Referral services to support employees with family and/or caring responsibilities
☐ Head office only
☐ Other worksites only ☐ Head office and some other worksites
☐ All worksites including head office ☐ Targeted communication mechanisms, for example intranet/forums
Head office only
Other worksites only
☐ Head office and some other worksites
All worksites including head office
None of the above, please complete question 11.3 below
11.3 Please provide details of any other non-leave based measures that are in place ar
at which worksites they are available:
40. De combre e francis de l'encort en la testa de la companyata de la com
Do you have a formal policy or formal strategy to support employees who are
experiencing family or domestic violence?
Yes Standalone policy
☐ Standalone policy☐ Policy is contained within another policy
Standalone strategy
☐ Strategy Strategy ☐ Strategy ☐ Strategy
No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement







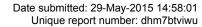
 No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): 								
Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence? Yes - please indicate the type of measures in place (more than one option can be selected): Employee assistance program Access to leave Training of human resources (or other) staff Referral to support services Other (provide details):								
 No No, currently under development No, insufficient human resources staff No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): 14 Please tick the checkboxes in the table below to indicate which employment terms,								
conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place): Managers Non-managers								
		nale	M	ale		male	М	ale
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work								
of work Compressed								
of work								
of work Compressed working weeks								
of work Compressed working weeks Time-in-lieu								
of work Compressed working weeks Time-in-lieu Telecommuting								
of work Compressed working weeks Time-in-lieu Telecommuting Part-time work								
of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased								
of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave								
of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave Unpaid leave 14.1 If there a your employees, Volunteer Leave Birthday Leave -	In any oth you may formal formal	at terms, co	ment term tails of the	s, condition ose below:	are not a	tices that a	□ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □	







☐ Not a priority☐ Other (provide details):Doesn't allow for work coverage
14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below:
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace
Have you consulted with employees on issues concerning gender equality in your workplace? ☐ Yes ☐ No
No, not needed (provide details why):
☐ No, insufficient human resources staff ☐ No, don't have expertise
No, not a priorityNo, other (provide details):
15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? ☑ Survey ☑ Consultative committee or group
☐ Focus groups ☐ Exit interviews
Performance discussions
Other (provide details):
15.2 What categories of employees 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 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below: Focus groups chaired by the CEO, opportunity for feedback via organisational culture
inventory
Gender equality indicator 6: Sex-based harassment and discrimination
Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ☐ Yes



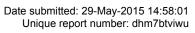




 □ Policy is contained within another policy □ Standalone strategy □ Strategy is contained within another strategy
No
No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☑ Yes ☐ No
 No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
No, other (provide details):
17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ☑ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): ☐ At induction ☑ At least annually ☐ Every one-to-two years ☐ Every three years or more ☐ Varies across business units ☐ Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:
Other

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)







Notification and access

List of employee organisations	
CEO sign off confirmation	
Name of CEO or equivalent	Darren Steinberg
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: