



2015-16 public report form submitted by Dexus Holdings Pty Limited to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Dexus Holdings Pty Limited 48110366946 6712 Non-Residential Property Operators
Organisation details	Trading name/s ASX code (if relevant)	DEXUS DXS
	Postal address	PO Box R1822 ROYAL EXCHANGE NSW 1225 AUSTRALIA
	Organisation phone number	0290171100
Reporting structure	Ultimate parent Number of employees covered in this report submission	Dexus Holdings Pty Limited 409
	Other organisations reported on in this report	Dexus Property Services Pty Ltd





Workplace profile Manager

Managaranahinal adagaria	Demontina level to CEO	Francis research at at a training	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	2	3	5	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	4	4	
	-1	Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
Other executives/General managers		0	0			
		Casual	0	0	0	
		Full-time permanent	2	8	10	
		Full-time contract	0	0	0	
	-2	Part-time permanent	0	0	0	
	Part-time contract 0 0			0	0	
		Casual	0	0	0	
		Full-time permanent	5	19	24	
		Full-time contract	2	1	3	
	-2	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	14	35	49	
		Full-time contract	1	1	2	
Senior Managers	-3	Part-time permanent	3	0	3	
		Part-time contract	1	0	1	
		Casual	0	0	0	
		Full-time permanent	2	5	7	
		Full-time contract	0	0	0	
	-4	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	





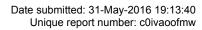
Manager occupational categories	Reporting level to CEO	Reporting level to CEO Employment status		No. of employees			
ivianager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	1	0	1		
		Full-time contract	0	0	0		
	-5	Part-time permanent	0	0	0		
		0					
		Casual	0	0	0		
		Full-time permanent	1	0	1		
		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	4	5	9		
		Full-time contract	0	1	1		
	-2	Part-time permanent	2	0	2		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-3	Full-time permanent	14	9	23		
		Full-time contract	0	3	3		
		Part-time permanent	1	0	1		
		0	0	0			
Other management		Casual	0	0	0		
Other managers		Full-time permanent	22	25	47		
		Full-time contract	2	5	7		
	-4	Part-time permanent	5	0	5		
		Part-time contract	1	0	1		
		Casual	1	0	1		
		Full-time permanent	0	0	0		
		Full-time contract	0	1	1		
	-5	Part-time permanent	2	0	2		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	0	1		
		Full-time contract	0	0	0		
	-6	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers			91	126	217		





Non-manager

Non-manager occupational	Employment	No. of employees (exclu		No. of gr	aduates (if	No. of ap	prentices (if icable)	Total
categories	status	F	M	F	M	F	М	employees
	Full-time permanent	47	31	3	2	0	0	83
	Full-time contract	14	3	0	0	0	0	17
Professionals	Part-time permanent	5	1	0	0	0	0	6
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	7	0	0	0	0	10
	Full-time permanent	0	3	0	0	0	0	3
	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	34	8	0	0	0	0	42
	Full-time contract	1	0	0	0	0	0	1
Clerical and administrative	Part-time permanent	14	0	0	0	0	0	14
	Part-time contract	0	0	0	0	0	0	0
	Casual	7	0	0	0	0	0	7
	Full-time permanent	6	1	0	0	0	0	7
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	2	0	0	0	0	0	2







Non-manager occupational categories	Employment status		ees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)	
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		133	54	3	2	0	0	192

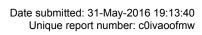




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ 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
1.2 Retention? 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
1.3 Performance management processes? ☐ 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
1.4 Promotions? ☐ 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
1.5 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
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
1.10 Gender equality overall?✓ 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:

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, supporting external programs and initiatives such as Women in Property.

1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

	Manag	ers	Non-man	agers
	Female	Male	Female	Male
NUMBER of appointments made	8	10	108	53

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

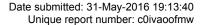
('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

No cell should be left blank, please enter '0' (zero) where there is no data.

	Managers		Non-man	hagers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	1	2	2	1	
Permanent/ongoing part-time employees	0	0	1	0	
Fixed-term contract full-time employees	1	2	0	0	
Fixed-term contract part-time employees	0	0	0	0	
Casual employees	0	0	0	0	

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)







No cell should be left blank, please enter '0' (zero) where there is no data.

	Managers		Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	4	6	14	12
Permanent/ongoing part-time employees	1	0	4	0
Fixed-term contract full-time employees	0	1	13	8
Fixed-term contract part-time employees	0	1	1	1
Casual employees	0	0	0	1

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

•	.,				
	Organisation name	Gender and NUMBER of chairperson/s (NOT percentage)	Gender and NUMBER of other governing body/board members (NOT percentage)	% target for representation of women on each governing body/board	Year to be reached





		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
01	DEXUS Holdings Pty Ltd	0	1	3	4	33	2015
02							
03							
04							
05							
06							
07							
08							
09							
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22							
23							
24							
25							
26							





27				
28				
29				
30				

2.2 If a target relating to the representation of women has not been set for any of the governing bodies listed above, you may specify why below: Governing body/board 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 governing body/board appointments (provide details why):
 Not a priority ✓ Other (provide details): Target was reached in 2015, continue to monitor the balance ongoing.
2.3 Do you have a formal selection policy and/or formal selection strategy for governing body/board members for ALL organisations covered in this report? ☐ 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, in place for some governing bodies/boards ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, do not have control over governing body/board appointments (provide details why):
No, don't have expertiseNo, not a priorityNo, other (provide details):

2.4 Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full-	Part-	Full-	Part-
	time	time	time	time
	females	females	males	males
Equity partners who ARE key management				
personnel (KMPs) (excluding your managing				
partner)				
Equity partners who are "Other				

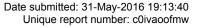




	Full- time females	Part- time females	Full- time males	Part- time males
executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

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

Gender equality indicator 3: Equal remuneration between women and men
 Do you have a formal policy and/or formal strategy on remuneration generally? ✓ 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, included in workplace agreement No, don't have expertise
☐ No, salaries set by awards or industrial agreements
No, non-award employees paid market rateNo, not a priority
No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy and/or forma strategy? Yes (provide details in questions 3.2 and/or 3.3 below) No 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, not a priority No, other (provide details):
3.2 You have answered yes to question 3.1. Please indicate whether your formal policy or formal strategy includes the following gender pay equity objectives (more than one option can be selected): ☑ 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 (Please provide details in question 3.3 below)

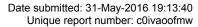






3.3 Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives: Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis 4 to determine whether there are any gaps between what women and men are paid.) 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. 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: like for like positions organization wide and comparison to non gender based market data. 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 (including gender pay gaps) to the governing body/board Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) externally Corrected like-for-like gaps Conducted a gender-based job evaluation process Implemented other changes (provide details): No 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 agreementsNo, non-award employees are paid market rate







☐ No, not a priority☐ No, 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
5 Do you provide employer funded paid parental leave for PRIMARY CARERS, 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, 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 MINIMUM number of weeks of EMPLOYER FUNDED paid parental leave that is provided for primary carers.12
Optional: If you wish to provide additional details on the eligibility period/s and the maximum number of paid parental leave offered to primary carers, please do so below:
5.1a What is the eligibility period for employees to access the MINIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MINIMUM amount - in months)? 12
5.1b If you offer different amounts of employer funded paid parental leave, what is the MAXIMUM number of weeks of employer funded paid parental leave that is provided for primary carers (in weeks)? 12
5.1c What is the eligibility period for employees to access the MAXIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MAXIMUM amount – in months)? 12
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. For example, if ALL employees have access to employer funded paid





parental leave for PRIMARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

You may enter a number that represents the actual percentage of employees, or round the number to the nearest 10th percentile, e.g., if 23.4% enter 20: if 45.7% enter 50).

		Primary carer's leave		
Percentage:		96		
6	Do you provide employer:	funded naid narental leave for SECONDARY CARERS in		

6	Do you provide employer funded neid parental leave for SECONDARY C
	Do you provide employer funded paid parental leave for SECONDARY C
	to any government funded parental leave scheme for secondary carers?
\boxtimes Yes,	one week or greater (please go to 6.1)
Yes,	less than one week (please go to 6.2)
□ No	
☐ No, o	currently being considered
☐ No, i	nsufficient human resources staff
No, g	government scheme is sufficient
☐ No, d	don't know how to implement
	not a priority
☐ No, o	other (provide details):

- 6.1 Please indicate the number of weeks of employer funded paid parental leave that is provided for secondary carers.
- 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. For example, if ALL employees have access to employer funded paid parental leave for SECONDARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

Please enter a whole number that represents the percentage of employees to the nearest 10th percentile. (e.g., if 23.4% enter 20; if 45.7% enter 50).

10th porcontile, (0.9. ii 20.170 ontoi 20, ii 10.170 ontoi 00).				
	Secondary carer's leave			
Percentage:	96			

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 (this is to include employees still on parental leave who commenced this leave in another reporting period)?

No cell should be left blank, please enter '0' (zero) where there is no data.

	Primary carer's leave Female Male		Secondary carer's leave		
			Female	Male	
Managers	2	0	0	5	
Non-managers	11	0	0	4	

8 Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.



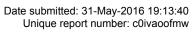


'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

No cell should be left blank, please enter '0' (zero) where there is no data.

	Female	Male
Managers	0	0
Non-managers	1	0

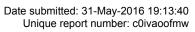
9 Do you have a formal policy and/or formal strategy on flexible working arrangement ⊠ Yes (you can select policy and/or strategy options) ⊠ Standalone policy □ Policy is contained within another policy
 ☐ Policy is contained within another policy ☑ Standalone strategy ☐ Strategy is contained within another strategy
□ No
☐ No, currently under development☐ No, insufficient human resources staff
No, included in workplace agreement
No, don't have expertiseNo, don't offer flexible arrangements
☐ No, not a priority
No, other (provide details):
9.1 You may indicate which of the following are included in your flexible working
arrangements strategy: ☑ A business case for flexibility has been established and endorsed at the leadership level ☑ Leaders are visible role models of flexible working
☐ Leaders are visible role models of flexible working ☐ Flexible working is promoted throughout the organisation
☐ 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
 ☐ Team-based training is provided throughout the organisation ☐ Employees are surveyed on whether they have sufficient flexibility
☐ 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/board
10 Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
✓ Yes (you can select policy and/or strategy options)
☐ Standalone policy
☑ Policy is contained within another policy☐ Standalone strategy
☐ 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 expertiseNo, not a priority
No. other (provide details):







Do you have any non-leave based measures to support employees with family or	
caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referra	l
services)?	
⊠ Yes Î	
□No	
No, currently under development	
□ No, insufficient human resources staff	
No, don't have expertise	
☐ No, not a priority	
No, other (provide details):	
11.1 Please indicate what measures are in place and if they are available at all worksit	
· · · · · · · · · · · · · · · · · · ·	es
(where only one worksite exists, for example a head-office, please select "Available at all	
worksites"):	
☐ Employer subsidised childcare	
Available at some worksites only	
Available at all worksites	
On-site childcare	
Available at some worksites only	
Available at all worksites	
☐ Breastfeeding facilities	
Available at some worksites only	
Available at all worksites	
Childcare referral services	
<u> </u>	
Available at some worksites only	
Available at all worksites	
☐ Internal support networks for parents	
Available at some worksites only	
Available at all worksites	
Return to work bonus (only select this option if the return to work bonus is NOT the	
balance of paid parental leave when an employee returns from leave).	
Available at some worksites only	
Available at all worksites	
☐ Information packs to support new parents and/or those with elder care responsibilities	
Available at some worksites only	
Available at all worksites	
Referral services to support employees with family and/or caring responsibilities	
Available at some worksites only	
Available at all worksites	
☐ Available at all worksites ☐ Targeted communication mechanisms, for example intranet/ forums	
Available at some worksites only	
Available at all worksites	
Support in securing school holiday care	
Available at some worksites only	
Available at all worksites	
☑ Coaching for employees on returning to work from parental leave	
☐ Available at all worksites	
☐ Parenting workshops targeting mothers	
Available at some worksites only	
Available at all worksites	
☐ Parenting workshops targeting fathers	
Available at some worksites only	
Available at all worksites	
☐ None of the above, please complete question 11.2 below	
I Note of the above, please complete question in Lz below	

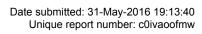






11.2 Please provide details of any other non-leave based measures that are in place and whether they are available at all worksites.

Do you have a formal policy and/or formal strategy to support employees who are	
experiencing family or domestic violence?	
☐ 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, 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 (please provide details):	
Other than a policy and/or strategy, do you have any measures to support employee	S
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 (including access to a psychologist, chaplain or	
counsellor)	
☐ Training of key personnel	
☐ A domestic violence clause is in an enterprise agreement or workplace agreemen	١t
☐ 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	
☐ Provide financial support (e.g. advance bonus payment or advanced pay)	
☐ Provide inflatical support (e.g. advance bonds payment or advanced pay)	
☐ Emergency accommodation assistance	
Access to medical services (e.g. doctor or nurse)	
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):	

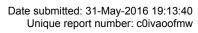






Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

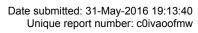
indicates that a p	articular e			nation of p	lactice is			
	Managers Female Male			Non-managers Female Male				
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Inforr
Flexible hours of work								×
Compressed working weeks								
Time-in-lieu								×
Telecommuting								×
Part-time work								
Job sharing								
Carer's leave								
Purchased leave								
Unpaid leave								
employees for ar Currently und Insufficient hu Don't have ex Not a priority Other (provide Compressed	ny of the cer develop iman reso pertise e details): working vo	ategories li oment urces staff veeks does	sted abov sn't allow t	for work co	r specify v	vhy below:		ər
workplace? Yes No No, not neede	orkplace u consulte ed (provident human i	ed with emp e details wheresources s	oloyees or	employees				ır
No, don't haveNo, not a prioNo, other (pro	rity							







workplace (more than one option can be selected)? Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):
15.2 Please indicate what categories of employees you consulted. 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.
Formation of a formal Diversity and Inclusion Committee chaired by Company staff, not just Human Resources.
Gender equality indicator 6: Sex-based harassment and discrimination
Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention? ☐ 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, 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 and/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
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.)





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 55.5% females and 44.5% males.

Promotions

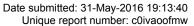
- 2. 50.0% of employees awarded promotions were women and 50.0% were men
 - i. 33.3% of all manager promotions were awarded to women
 - ii. 75.0% of all non-manager promotions were awarded to women.
- 3. 9.5% of your workforce was part-time and 10.0% of promotions were awarded to part-time employees.

Resignations

- 4. 55.2% of employees who resigned were women and 44.8% were men
 - i. 38.5% of all managers who resigned were women
 - ii. 59.3% of all non-managers who resigned were women.
- 9.5% of your workforce was part-time and 11.9% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 7.7% of all women who utilised parental leave and ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave and ceased employment before returning to work
- iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 6.7% of all non-managers who utilised parental leave and ceased employment before returning to work were women.







Notification and access

List of employee organisations

Investor Relations, Marketing & Communications
People & Culture Departments

CEO sign off confirmation

Name of CEO or equivalent
Confirmation CEO has signed the report

Date: