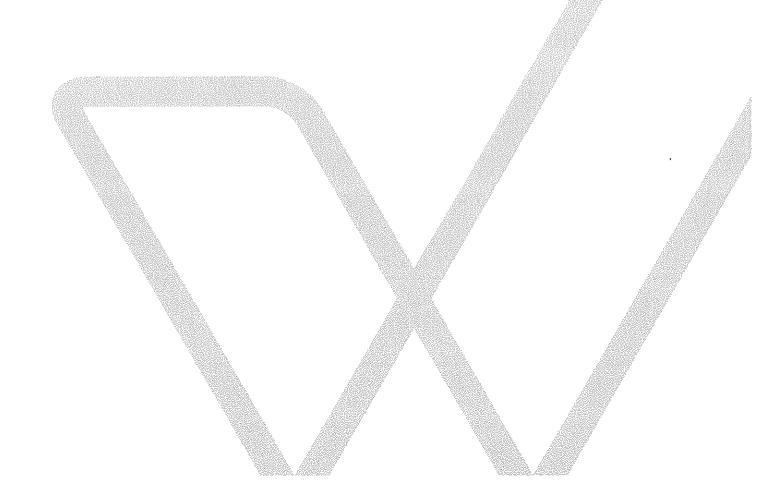


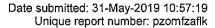


Public report

Submitted by

Legal Name: TPG Telecom Limited









Organisation and contact details

Submitting organisation details Legal name TPG Telecom Limited

> ABN 46093058069

J Information Media and Telecommunications ANZSIC

5801 Wired Telecommunications Network

Operation

Business/trading name/s

ASX code (if applicable) TPM

Postal address PO Box 1844, Macquarie Centre

NORTH RYDE NSW 2113

AUSTRALIA

Organisation phone number

0291627874

Ultimate parent Reporting structure

TPG Telecom Limited

Number of employees covered by

this report

1,613





All organisations covered by this report

Legal name Business/trading name/s

TPG Telecom Limited

TPG Holdings Pty Ltd

AAPT Limited

iiNet Limited iiNet Limited

Adam Internet Pty Ltd

Internode Pty Ltd

Transact Communications Pty Limited



Workplace profile

Manager

				NO.	No. of employees
Manager occupational categories	Reporting level to CEU	Employment status	F	M	Total employees
		Full-time permanent	0	1	L
		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	1	7	8
		Full-time contract	0	0	
Key management personnel	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	21	26
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	20	22
		Full-time contract	0	1	
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	<u> </u>
		Casual	0	0	0
		Full-time permanent	13	75	88
		Full-time contract	0	0	0
Other managers	٣	Part-time permanent	2	-	3
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	6	6
		Full-time contract	0	0	0
	4	Part-time permanent	0	0	$oldsymbol{0}$
		Part-time confract	0	0	0
		Casual	0	0	0

Date submitted: 31-May-2019 10:57:19 Unique report number: pzomfzaflk



			1
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3	employ	158	
ployees	Total e		l
o. of employees			
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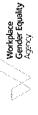


Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (exclud	No. of employees (excluding graduates and apprentices) No. of graduates (if applicable)	No. of graduates F	s (if applicable)	No. of apprentices (if applicable)	es (if applicable) M	Total employees
	Full-time permanent	63	341	0	0	0	0	404
	Full-time contract	0	18	0	0	0	0	18
Professionals	Part-time permanent	13	3	0	0	0	0	16
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	3	0	0	0	0	3
	Full-time permanent	8	243	0	0	0	0	251
	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	2	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
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	120	248	0	0	0	0	368
	Full-time contract	4	5	0	0	0	0	6
Clerical and administrative	Part-time permanent	26	31	0	0	0	0	57
	Part-time contract	2	0	0	0	0	0	2
	Casual	11	32	0	0	0	0	43
	Full-time permanent	09	205	0	0	0	0	265
	Full-time contract	0	0	Ō	0	0	0	0
Sales	Part-time permanent	6	5	0	0	0	0	14
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	2	0	0	0	0	2
	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	1	0	0	0	0	1

9



Mark and the second of the second sec		No of employees (exclud	ling graduates and apprentices)	No. of graduates	(if applicable)	No. of apprentices	s (if applicable)	Total
Nor-managei occupational categories Emproyment status	Employment status		W	001 00 MHZ 180 000	M	S E	M	i olal employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	Ó	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		316	1,139	0	0	0	0	1,455





Reporting questionnaire

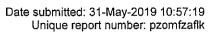
Gender equality indicator 1: Gender composition of workforce

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.
- 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 30/06/2019 □ Insufficient resources/expertise □ Not a priority
1.2	Retention
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority
1.3	Performance management processes
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed 31/07/2019 Insufficient resources/expertise







	☐ Not a priority
1.4	Promotions
1.5	Talent identification/identification of high potentials ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.6	Succession planning Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority
1.7	Training and development ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed 30/06/2019 ☐ Insufficient resources/expertise ☐ Not a priority
1.8	Key performance indicators for managers relating to gender equality ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed





Insufficient resources/expertise
Not a priority

1.10 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	igers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	11	13	53
Permanent/ongoing part-time employees	1	0	1	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)	6	15
Number of appointments made to NON-MANAGER roles (including promotions)	67	206

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

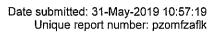
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	_: 1	14	29	110
Permanent/ongoing part-time employees	0	0	8	10
Fixed-term contract full-time employees	,0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	2	3

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

Since 2017 the company has placed considerable focus and resourcing priority on the development of Australia's fourth mobile network. This involved high volumes of recruitment activity to meet project outcomes. On 29 January 2019, the company announced that due to factors outside of its control it had decided to cease the roll out of its mobile network in Australia. As a result of this decision the company has experienced a higher than usual level of attrition, particularly in our technical areas, as it worked to shut down the project.

Gender equality indicator 2: Gender composition of governing bodies

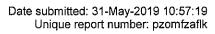
Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant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







board	ganisation(s) you are repor of directors, trustees, comr on relates to the highest go	mittee of managemer	it, council or other g	overning autho	rity of the employer
2.1	Please answer the following	ng questions relating	to each governing b	ody covered in	this report.
	Note: If this report covers organisation before proceed			s below will be	repeated for each
	If your organisation's gove organisation's name BUT t	erning body is the sai	me as your parent er		
2.1a.1	Organisation name?				
	TPG Telecom Limited				
2.1b.1	How many Chairs on this g	joverning body?			
		ī	Female		Male
	Number	0		1	
2.1c.1	How many other members	are on this governing	g body (excluding th	e Chair/s)?	
			Female		Male
	Number	0		4	
2.1d.1	☐ Currently under de ☐ Insufficient resour ☐ Do not have contr ☐ Not a priority ☐ Other (provide de	a target has not been loard has gender balar evelopment, please en ces/expertise ol over governing bod	set) nce (e.g. 40% women/ ter date this is due to y/board appointments	40% men/20% e be completed (provide details	either) why):
2.1g.1	Are you reporting on any o	other organisations ir	this report?		
	☐ Yes ⊠ No				
2.2	Do you have a formal selectorganisations covered in the		rmal selection strate	gy for governir	ng body members fo
	☐ Yes (select all applicable ☐ Policy ☐ Strategy ☑ No (you may specify why ☐ In place for some ☐ Currently under de	no formal selection po governing bodies evelopment, please en			lace)
	☐ Insufficient resour ☐ Do not have contr ☐ Not a priority	ces/expertise ol over governing body	y appointments (provid	de details why)	

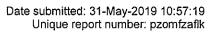






		"incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ⊠ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
_		
Ger	ider	equality indicator 3: Equal remuneration between women and men
	remune r equalit	ration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers) ☑ Policy
	ПМа	Strategy (you may specify why no formal policy or formal strategy is in place)
		Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements
		☐ Non-award employees paid market rate ☐ Not a priority
		Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		☐ Yes (provide details in question 3.2 below) ☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements ☐ Insufficient resources/expertise ☐ Note the provided and the product and the provided agreements.
		 Non-award employees paid market rate Not a priority Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		☐ To achieve gender pay equity ☐ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews) ☐ To be transparent about pay scales and/or salary bands ☐ To ensure managers are held accountable for pay equity outcomes
		To implement and/or maintain a transparent and rigorous performance assessment process Other (provide details):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted a gender pay gap analysis)?
	☐ Yes	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years

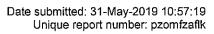
Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an







	⊠ No	 More than 2 years ago but less than 4 years ago Other (provide details): O (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 31/10/2019
		Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or ications)
		☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance issments) ☐ 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:
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities
empi supp to co	oyment orting er mbine p	r will enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements apployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental uality and to maximising Australia's skilled workforce.
5.		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?
		es. (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 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)
		o, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme
		☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of 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)
		o, 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 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)
	∐ No	o, 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

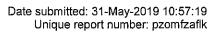






		amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		6
5a.	carer	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
		penefit is available to all employees of AAPT Limited. Employees of iiNet Limited receive a similar benefit return to work. This arrangement is not reflected in this report.
	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% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99%
		☐ 100%
	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 array carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, 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.		r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	This b	penefit is available to all employees of AAPT Limited.

How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different

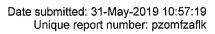




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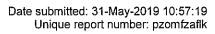
10% 10.20% 21.30% 21.30% 31.40% 41.50% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.80% 61.70% 71.8	6.2	• In your cal	culation, you N	MUST INCLU	DE CASUALS V	vhen working o	ut the propo	rtion.	
Adoption Surrogacy Sillibirth How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced. Primary carer's leave Female Male Female Male Managers 4 0 0 0 6 7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced. Primary carer's leave Female Male Non-managers 37 1 0 39 How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced? Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time. Ceased employment means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals. Female Male Male Managers 0 0 0 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced? Include those where parental leave was taken continuously with any other leave type. For example, where annual leave, regardless of when the leave commenced? Include those where parental leave was taken continuously with any other leave type. For example where annual leave or any other paid or unpaid leave is also taken at that time. Ceased employment means anyone who has exited the organisation for whatever reason, includir resignations, redundancies and dismissals.		☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99%							
Surrogacy Stillbirth How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced. Primary carer's leave	6.3	Please indicate w	nether your en	nployer fund	led paid parenta	al leave for seco	ondary carer	s covers:	
Primary carer's leave Female Male Female Female Male Female Female Male Female Male Female Male Managers 4 0 0 6 7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced. Primary carer's leave Female Male Non-managers 37 1 0 39 How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced? Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time. Ceased employment means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals. Female Male Managers 0 0 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced? Include those where parental leave was taken continuously with any other leave type. For example where annual leave, regardless of when the leave commenced? Include those where parental leave was taken continuously with any other leave type. For example where annual leave or any other paid or unpaid leave is also taken at that time. "Ceased employment" means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals. Female Male Male Male Female Male Male Female Male Female Male		⊠ Surrogacy							
Female Male Female Male Male Female Male Male Male Managers A							d and/or un	paid)? Include	
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9.	Do yo	u have a formal policy and/or formal strategy on flexible working arrangements?
		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 No fixed date yet set for completion. Insufficient resources/expertise Don't offer flexible arrangements Not a priority Other (provide details):
10.	Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		s (select all applicable answers) ☐ Policy ☐ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed No fixed date yet set for completion. ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.	(eg, ei ⊠ Ye:	u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)? (you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites. Where only one worksite exists, for example a head-office, select "Available at all worksites". Employer subsidised childcare







	 Available at some worksites only Available at all worksites ☐ Targeted communication mechanisms, for example intranet/ forums ☐ Available at some worksites only ☐ Available at all worksites ☐ Support in securing school holiday care ☐ Available at some worksites only ☐ Available at all worksites ☐ Coaching for employees on returning to work from parental leave ☐ Available at some worksites only ☐ Available at all worksites ☐ Parenting workshops targeting mothers ☐ Available at some worksites only ☐ Available at all worksites ☐ Parenting workshops targeting fathers ☐ Available at some worksites only ☐ Available at all worksites ☐ None of the above, please complete question 11.2 below
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 30/06/2019 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 unpaid domestic violence leave (not contained in an enterprise/workplace agreement) Access to unpaid leave Confidentiality of matters disclosed Referral of employees to appropriate domestic violence support services for expert advice Protection from any adverse action or discrimination based on the disclosure of domestic violence Flexible working arrangements Provision of financial support (e.g. advance bonus payment or advanced pay) Offer change of office location Emergency accommodation assistance Access to medical services (e.g. doctor or nurse) Other (provide details): No (you may specify why no other support mechanisms are in place) Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):

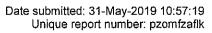


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14.

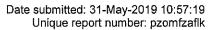
14.	Where any of the following options are available in your workplace, are those option/s available to both wome AND men? • flexible hours of work • compressed working weeks • time-in-lieu • telecommuting • part-time work • job sharing • carer's leave • purchased leave • unpaid leave. Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO. Yes, the option/s in place are available to both women and men. No, some/all options are not available to both women AND men.						
		Unticked checkboxes mean this option	IS NOT	avaliad	ne to your emp	noyees.	
				Manag	ers	Non-m	anagers
			Forma	d į	Informal	Formal	Informal
		Flexible hours of work					\boxtimes
		Compressed working weeks					
		Time-in-lieu					☒
		Telecommuting		;			
		Part-time work	\boxtimes			\boxtimes	
		Job sharing			×		
		Carer's leave	\boxtimes				<u> </u>
		Purchased leave				_ 🗆	
		Unpaid leave	\boxtimes	•		\boxtimes	
	14.3	You may specify why any of the above options Currently under development, please enter dat Insufficient resources/expertise Not a priority Other (provide details):			-	mployees.	
	14.4	If your organisation would like to provide additionable please do so below:	tional in	ıformat	ion relating to	gender equa	ility indicator 4,
con	cern	equality indicator 5: Consultaing gender equality in the wo	orkpl	ace			
		quality indicator seeks information on what consultender equality in the workplace.	ation occ	Juis Del	ween employe	rs and employ	ees on issues
15.	Have	you consulted with employees on issues conce	rning ge	ender e	quality in you	r workplace?	
	⊠ Yes □ No	s (you may specify why you have not consulted with Not needed (provide details why):	employe	ees on :	gender equality	·)	







		☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
1	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		□ Survey □ Consultative committee or group □ Focus groups □ Exit interviews □ Performance discussions □ Other (provide details):
1	15.2	Who did you consult?
1	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Gend	der	equality indicator 6: Sex-based harassment and discrimination
participa	ation. S	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 you	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Yes	s (select all applicable answers) ☑ Policy
[⊒ No	 Strategy (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreement □ Not a priority □ Other (provide details):
1	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	ou provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:
		New group EEO and Diversity policies under development, due for completion in 2019.

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:

- Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- 2. 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
- If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect 3 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

Notification and access

the gender composition of your workforce overall is 21.0% females and 79.0% males.

Promotions

- 21.0% of employees awarded promotions were women and 79.0% were men
 - 21.4% of all manager promotions were awarded to women
 - 20.9% of all non-manager promotions were awarded to women.
- 5.7% of your workforce was part-time and 2.5% of promotions were awarded to part-time employees.

Resignations

- 22.6% of employees who resigned were women and 77.4% were men
 - 6.7% of all managers who resigned were women
 - 24.1% of all non-managers who resigned were women.
- 5.7% of your workforce was part-time and 10.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 0.0% of all women who utilised parental leave ceased employment before returning to work
- 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. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

03.06.2019

List of employee organisations: CEO sign off confirmation Name of CEO or equivalent: Confirmation CEO has signed the report: David Teoh CEO signature: Date: