



### Public report

2018-19

Submitted by

Legal Name:

Iluka Resources Limited





#### Organisation and contact details

Submitting organisation details	Legal name	Iluka Resources Limited		
	ABN	34008675018		
	ANZSIC	B Mining 0805 Mineral Sand Mining		
	Business/trading name/s			
	ASX code (if applicable)	ILU		
	Postal address	GPO Box U1988 PERTH WA 6845 Australia		
	Organisation phone number	(08) 9360 4700		
Reporting structure	Number of employees covered by this report	751		





# Workplace profile

## Manager

				Z	No of employees
Manager occupational categories	Reporting level to CEO	Employment status	L	8	io. or chiphologics
			_	Σ	l otal employees
		Full-time permanent	0	_	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
	The second secon	Casual	0	0	0
		Full-time permanent	1	4	9
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
	And the second second with the second	Casual	0	0	0
		Full-time permanent	2	0	2
		Full-time contract	0	0	0
	1-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Constitution of the contraction	The second secon	Casual	0	0	0
Offiel executives/defield final agets		Full-time permanent	1	2	9
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	6	11
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Selliol Maliagers		Full-time permanent	0	5	5
		Full-time contract	0	0	0
	٤٠	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0



Manager occupational categories Repo	Reporting level to CEO	Employment status		Z	No of employees
	orting level to CEO	Employment status			io. or original poor
			Ь	M	Total employees
		Full-time permanent	2	5	7
		Full-time contract	1	0	1
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	25	30
		Full-time contract	0	1	1
Other managers	-3	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	1	1
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers		The second secon	16	28	74





# Workplace profile

## Non-manager

No.	ACCUSED.	No. of employees (excluding graduates and apprentices)	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)	s (if applicable)	
Non-manager occupational categories	Employment status	Ь	M	Н		Н	M	i otal employees
	Full-time permanent	49	164	0	0	0	0	213
	Full-time contract	2	7	0	2	0	0	11
Professionals	Part-time permanent	18	7	0	0	0	0	25
	Part-time contract	1	0	0	0	0	0	1
	Casual	2	1	0	0	0	0	3
	Full-time permanent	23	154	0	0	0	0	177
	Full-time contract	6	13	0	0	0	1	23
Technicians and trade	Part-time permanent	2	0	0	0	0	0	2
	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	28	11	0	0	0	0	39
	Full-time contract	3	4	0	0	0	0	7
Clerical and administrative	Part-time permanent	13	2	0	0	0	0	15
	Part-time contract	2	0	0	0	0	0	2
	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
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	.0	0
	Full-time permanent	16	140	0	0	0	0	156
	Full-time contract	0	3	0	0	0	0	3
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

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		No. of employees (excluding	graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentice	s (if applicable)	Total amployage
Non-manager occupational categories   Employment status	Employment status	L	Σ	Н	M	Н	M	
	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		168	506	0	2	0	Į	677





#### 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
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.2	Retention
	<ul> <li>Yes (select all applicable answers)</li> <li>Policy</li> <li>Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>Currently under development, please enter date this is due to be completed</li> <li>Insufficient resources/expertise</li> <li>Not a priority</li> </ul>
1.3	Performance management processes
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>







1.4	Promotions
	<ul> <li>X Yes (select all applicable answers)</li> <li>X Policy</li> <li>Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>Currently under development, please enter date this is due to be completed</li> <li>Insufficient resources/expertise</li> <li>Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.7	Training and development
1.7	Training and development
1.7	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> </ul>
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
	<ul> <li>Yes (select all applicable answers)</li></ul>





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	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	6	7	27
Permanent/ongoing part-time employees	0	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)	4	14
Number of appointments made to NON-MANAGER roles (including promotions)	52	187

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	3	8	26
Permanent/ongoing part-time employees	0	0	3	0
Fixed-term contract full-time employees	0	1	9	12
Fixed-term contract part-time employees	0	0	1	0
Casual employees	0	0	1	0

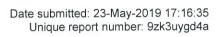
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

There is a diversity policy and the executive have ownership of meeting diversity objectives. In addition, diversity objectives and outcomes are discussed quarterly as a standing item on the Executive committee and reported to the People and Performance (board) Committee.

The company has recently initiated a Diversity and Inclusion Working Group, chaired by the Managing Director and comprising senior managers and stakeholders across our operations and corporate offices. A key objective of this group is to formulate new initiatives, and strengthen existing ones, to promote inclusion and drive gender equality.

#### 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.







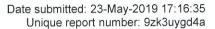
board	ganisation(s) you are reporting on will l of directors, trustees, committee of ma on relates to the highest governing bod	nagement, council or other governing	g authority of the employer". Th			
2.1	Please answer the following questions Note: If this report covers more than or organisation before proceeding to que	ne organisation, the questions below stion 2.2.	will be repeated for each			
	If your organisation's governing body organisation's name BUT the numerical	is the same as your parent entity's, y al details of your parent entity's gove	ou will need to add your rning body.			
2.1a.1	Organisation name?					
	Iluka Resources Limited					
2.1b.1	How many Chairs on this governing body?					
		Female	Male			
	Number	0	1			
	Number	2	3			
2.1d.1	☐ Currently under development, ☐ Insufficient resources/expertise	not been set) nder balance (e.g. 40% women/40% me please enter date this is due to be comp	en/20% either) oleted			
2.1g.1	Are you reporting on any other organisations in this report?					
	☐ Yes ☑ No					
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for g	governing body members for A			
		odies please enter date this is due to be com				
	☐ Insufficient resources/expertis	e erning body appointments (provide detail	ls why)			



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	☐ Other (provide details):
2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
	☐ Yes ☑ No
2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
der	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 y.
Do you	u have a formal policy and/or formal strategy on remuneration generally?
⊠ Yes	s (select all applicable answers) ⊠ Policy
□ No	<ul> <li>☐ Strategy</li> <li>(you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Non-award employees paid market rate</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	<ul> <li>✓ Yes (provide details in question 3.2 below)</li> <li>☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Non-award employees paid market rate</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
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):
	ou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
⊠ Yes	s - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months
	2.5  der remune equalit Do you  Yes  No  3.1







room fo	<ul> <li>Within last 1-2 years</li> <li>More than 2 years ago but less than 4 years ago</li> <li>Other (provide details):</li> <li>(you may specify why you have not analysed your payroll for gender remuneration gaps)</li> <li>Currently under development, please enter date this is due to be completed</li> <li>Insufficient resources/expertise</li> <li>Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or reations)</li> <li>Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)</li> <li>Non-award employees paid market rate</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	Comparisons and further analysis has been carried out to identify any gender related remuneration gaps for employees performing like-for-like jobs. The aim of the analysis being to correct any identified remuneration gaps.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	<ul> <li>Yes – indicate what actions were taken (select all applicable answers)</li> <li>□ Created a pay equity strategy or action plan</li> <li>□ Identified cause/s of the gaps</li> <li>□ Reviewed remuneration decision-making processes</li> <li>□ Analysed commencement salaries by gender to ensure there are no pay gaps</li> <li>⋈ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</li> <li>⋈ Analysed performance pay to ensure there is no gender bias (including unconscious bias)</li> <li>⋈ Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>⋈ Set targets to reduce any like-for-like gaps</li> <li>⋈ Set targets to reduce any organisation-wide gaps</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to the governing body</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to the executive</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>⋈ Reported pay equity metr</li></ul>
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3,

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

please do so below:





This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5.		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having or responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND naddition to any government funded parental leave scheme for primary carers?
	time or No, indicate time or No, paid paid	S. (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 ver 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) we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please e 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 ver 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) we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded arental 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 ver 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)  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):
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		8
5a.	carers	r organisation would like to provide additional information on your paid parental leave for primary e.g., eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	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% □ 51-60% □ 61-70% □ 71-80% □ 81-90% □ 91-99% □ 100%



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	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
	Do yo wome	u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
	☐ No,	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave), we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Government scheme is sufficient  Not a priority  Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		10
6a.	If you	r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?  In your calculation, you MUST INCLUDE CASUALS when working out the proportion.    <10%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:  ☑ Adoption ☐ Surrogacy ☐ Stillbirth
7.		many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include byees still on parental leave, regardless of when it commenced.





	Primary ca	Primary carer's leave		carer's leave
	Female	Male	Female	Male
Managers	1	1	0	0

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary ca	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male	
Non-managers	10	8	1	0	

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

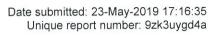
	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	1	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Don't offer flexible arrangements</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	<ul> <li>Yes (select all applicable answers)</li> <li></li></ul>

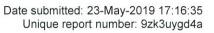
Other (provide details):







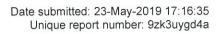
11.		u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	(you may specify why non-leave based measures are not in place)  Currently under development, please enter date this is due 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
12.	Do yo	ou have a formal policy and/or formal strategy to support employees who are experiencing family or domestic nce?
		es (select all applicable answers)  Policy Strategy (you may specify why no formal policy or formal strategy is in place) Unsufficient resources/expertise







	<ul> <li>☐ Included in award/industrial or workplace agreements</li> <li>☐ Not aware of the need</li> <li>☐ Not a priority</li> <li>☐ Other (please provide details):</li> </ul>
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?
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Employee assistance program (including access to a psychologist, chaplain or counsellor)</li> <li>□ Training of key personnel</li> <li>□ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>□ Workplace safety planning</li> <li>□ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>□ Access to unpaid domestic violence leave (not contained in an enterprise/workplace agreement)</li> <li>□ Access to unpaid leave</li> <li>□ Confidentiality of matters disclosed</li> <li>□ Referral of employees to appropriate domestic violence support services for expert advice</li> <li>□ Protection from any adverse action or discrimination based on the disclosure of domestic violence</li> <li>□ Flexible working arrangements</li> <li>□ Provision of financial support (e.g. advance bonus payment or advanced pay)</li> <li>□ Offer change of office location</li> <li>□ Emergency accommodation assistance</li> <li>□ Access to medical services (e.g. doctor or nurse)</li> <li>□ Other (provide details):</li> <li>□ No (you may specify why no other support mechanisms are in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a ware of the need</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men?  • flexible hours of work
	compressed working weeks
	<ul> <li>time-in-lieu</li> <li>telecommuting</li> </ul>
	part-time work
	<ul> <li>job sharing</li> <li>carer's leave</li> </ul>
	• 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.
	<ul><li>14.1 Which options from the list below are available? Please tick the related checkboxes.</li><li>Unticked checkboxes mean this option is NOT available to your employees.</li></ul>

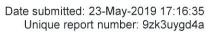






	Man	Managers		anagers
	Formal	Informal	Formal	Informa
Flexible hours of work	$\boxtimes$		$\boxtimes$	
Compressed working weeks		$\boxtimes$		$\boxtimes$
Time-in-lieu		$\boxtimes$		$\boxtimes$
Telecommuting			$\boxtimes$	
Part-time work	$\boxtimes$		$\boxtimes$	
Job sharing			$\boxtimes$	
Carer's leave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

	Carer's leave				
	Purchased leave	$\boxtimes$		$\boxtimes$	
	Unpaid leave	$\boxtimes$		$\boxtimes$	
14.3	You may specify why any of the above optio	ns are NOT av	allable to your	employees.	
	☐ Currently under development, please enter d☐ Insufficient resources/expertise☐ Not a priority☐ Other (provide details):	date this is due	to be completed		
14.4	If your organisation would like to provide ad please do so below:	ditional inform	nation relating t	o gender equa	lity indicator 4,
	r equality indicator 5: Consul ning gender equality in the v			yees on i	issues
	equality indicator seeks information on what consugender equality in the workplace.	ultation occurs	between employ	ers and employ	ees on issues
15. Have	e you consulted with employees on issues con	cerning gende	r equality in yo	ur workplace?	
⊠ Y □ N	es lo (you may specify why you have not consulted wi Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):	ith employees o	on gender equal	ty)	
15.1	How did you consult with employees on issu	ues concernin	g gender equal	ity in your wor	kplace?
	<ul> <li>☐ Survey</li> <li>☐ Consultative committee or group</li> <li>☐ Focus groups</li> <li>☐ Exit interviews</li> <li>☐ Performance discussions</li> <li>☐ Other (provide details):</li> </ul>				
15.2	Who did you consult?				
	<ul><li>☐ All staff</li><li>☐ Women only</li><li>☐ Men only</li><li>☑ Human resources managers</li></ul>				







		<ul> <li>✓ Management</li> <li>☐ Employee representative group(s)</li> <li>✓ Diversity committee or equivalent</li> <li>☐ Women and men who have resigned while on parental leave</li> <li>☐ Other (provide details):</li> </ul>
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		The company's recently formed Diversity and Inclusion Working Group provides a consultative group for matters related to gender equality, with cross-functional representation across the organisation.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation. 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 yo	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):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
17.	Do you provide training for all managers on sex-based harassment and discrimination prevention?	
	⊠ Yes	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
	□ No	☐ Other (provide details): (you may specify why this training is not provided) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

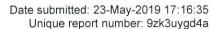




#### Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)







#### Gender composition proportions in your workplace

#### Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report
- 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 24.5% females and 75.5% males.

#### **Promotions**

- 2. 25.0% of employees awarded promotions were women and 75.0% were men
  - i. 33.3% of all manager promotions were awarded to women
  - ii. 22.9% of all non-manager promotions were awarded to women.
- 6.3% of your workforce was part-time and 2.3% of promotions were awarded to part-time employees.

#### Resignations

- 4. 35.4% of employees who resigned were women and 64.6% were men
  - . 20.0% of all managers who resigned were women
  - ii. 36.7% of all non-managers who resigned were women.
- 5. 6.3% of your workforce was part-time and 6.2% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- 8.3% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

# Notification and access List of employee organisations: CEO sign off confirmation Name of CEO or equivalent: Tom O'Leary CEO signature: Date:

