ABN 47 641 643 874





09 July 2019

Reference: 76533416940

Mr Peter Melki Chief Executive Officer The Trustee for the Trojan Group Services Unit Trust Private Bag 9 Glebe NSW 2037

Dear Mr Melki

Workplace Gender Equality Agency (Agency) notice of compliance

Thank you for submitting your annual compliance report for the reporting period 1 April 2018 to 31 March 2019. Your organisation (and any subsidiaries listed on your 2018-19 confidential report form cover sheet) **is** compliant with the *Workplace Gender Equality Act 2012* (Act). This letter forms your notice of compliance with the Act until replaced with a new notice of compliance following the 2019-2020 reporting period.

Thank you for your ongoing commitment to the WGEA reporting process and the contribution your organisation/s makes to improving gender equality outcomes in Australian workplaces.

Yours sincerely

Libby Lyons Director





Public report

2018-19

Submitted by

Legal Name:

The Trustee for the Trojan Group Services Unit Trust





Organisation and contact details

Submitting organisation details	Legal name	The Trustee for the Trojan Group Services Unit
		Trust
	ABN	76533416940
		N Administrative and Support Services
	ANZSIC	7211 Employment Placement and Recruitment Services
	Business/trading name/s	Trojan Recruitment Group Pty Ltd
	ASX code (if applicable)	
	Postal address	Private Bag 9
		Glebe NSW 2037
		AUSTRALIA
	Organisation phone number	0296929155
Reporting structure	Ultimate parent	Trojan Recruitment Group Pty Limited
	Number of employees covered by this report	1,407





All organisations covered by this report

Legal name	Business/trading name/s	
The Trustee for the Trojan Group Services Unit Trust	Trojan Recruitment Group Pty Ltd	
Trojan Workforce No 3 Pty Ltd		
Trojan Rail Pty Ltd		
Temporary Labour Solutions Pty Ltd		
Industrial Services (Alexandria) Pty Ltd		
Corus People Solutions Pty Limited		
Industrial Services (Wyong) Pty Ltd		
Workforce Staff Solutions Pty Ltd		
Trojan Workforce Contracting & Agency Services Pty Ltd		
Industrial Services (Newcastle) Pty Ltd		
Industrial Services (Parramatta) Pty Ltd		
Trojan Workforce No 4 Pty Ltd		





Workplace profile

Manager

Control of the Contro				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
SEO/Head of Business in Australia		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	5	7
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	1	0	1
to j management personner		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	3	5	8
		Full-time contract	0	0	0
Senior Managers		Part-time permanent	1	0	1
Some managere		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	6	7	13
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
	Vite Vite	Part-time contract	0	0	0
		Casual	1	0	1
Other managers		Full-time permanent	3	2	5
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
	***	Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			17	20	37

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Workplace profile

Non-manager

	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees	
Non-manager occupational categories	Employment status	PART F	M	F	M	F	M	
	Full-time permanent	8	12	0	0	0	0	20
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	4	14	0	0	0	0	18
	Full-time permanent	0	30	0	0	0	0	30
	Full-time contract	0	0	0	0	0	0	0
Fechnicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	6	65	0	0	0	0	71
	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	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	1	0	0	0	0	0	1
Olonour and administrative	Part-time contract	0	0	0	0	0	0	0
	Casual	33	22	0	0	0	0	55
	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
54,00	Part-time contract	0	0	0	0	0	0	0
	Casual	0	5	0	0	0	0	5
	Full-time permanent	0	4	0	0	0	0	4
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
nacimier, specialis and anners	Part-time contract	0	0	0	0	0	0	0
	Casual	23	281	0	0	0	0	304

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Date submitted: Unique report number: ctpc4lolm2

		No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	M	F	M	Total ompreyees
	Full-time permanent	0	2	0	0	0	0	2
	Full-time contract	0	0	0	0	0	0	0
abourers	Part-time permanent	0	0	0	0	0	0	0
aboutors.	Part-time contract	0	0	0	0	0	0	0
	Casual	283	575	0	0	0	0	858
	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
Ollicia	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers	100000	360	1,010	0	0	0	0	1,370





Reporting questionnaire

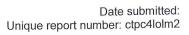
Gender equality indicator 1: Gender composition of workforce

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 ✓ 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 ✓ Insufficient resources/expertise ✓ Not a priority







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

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	2	2	1
Permanent/ongoing part-time employees	0	0	0	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	5
Number of appointments made to NON-MANAGER roles (including promotions)	12	6

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

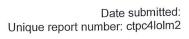
Mana	Managers		nagers
Female	Male	Female	Male
5	7	13	3
0	0	0	0
0	0	0	0
0	0	0	0
0	0	7	0
	Female 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Female Male 5 7 0 0 0 0 0 0 0 0	Female Male Female 5 7 13 0 0 0 0 0 0 0 0 0 0 0 0

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

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.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.



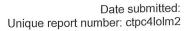




2.1	Please answer the following questions relating to each governing body covered in this report. Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2. If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.					
2.1a.1	Organisation name?					
	Berkeley Commercial Company Pty Ltd					
2 1h 1	How many Chairs on this governing bo	ndv?				
2.10.1	Tiow many onairs on this governing as	Female	Male			
	Number	0	1			
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)? Male			
	Number	2	1			
	 Yes No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): ☐ Not a priority ☐ Other (provide details): 					
2.1g.1	Are you reporting on any other organis ☐ Yes ☑ No	sations in this report?				
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for ALI			
	Insufficient resources/expertise	odies please enter date this is due to be compl	leted			
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or	artnership structure (i.e. select NO if y inc; or an "unincorporated" entity)?	our organisation is an			

10

☐ Yes







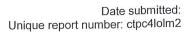
⊠ No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

3.	Do you have a formal policy and/or formal strategy on remuneration generally?
	 Yes (select all applicable answers)
	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 ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
4.	Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?
	 ✓ Yes - the most recent gender remuneration gap analysis was undertaken: ✓ Within last 12 months ✓ Within last 1-2 years ✓ More than 2 years ago but less than 4 years ago ✓ Other (provide details): ✓ No (you may specify why you have not analysed your payroll for gender remuneration gaps) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) ✓ 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) ✓ Non-award employees paid market rate ✓ Non-award employees paid market rate ✓ Not a priority ✓ Other (provide details):
	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).

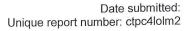






Like for like by employment category.

	4.1	Did you take any actions as a result of your gender remuneration gap analysis?
		Yes – indicate what actions were taken (select all applicable answers) ☐ 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 ☐ Reported pay equity metrics (including gender pay gaps) to the executive ☐ 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 (you may specify why no actions were taken resulting from your remuneration gap analysis) ☑ No unexplainable or unjustifiable gaps identified ☐ Currently under development, please enter da
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
Ger	ıder	equality indicator 4: Flexible working and support for employees
		nily and caring responsibilities
employ support to com	yment t rting en ibine pa	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 inployees 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 ality and to maximising Australia's skilled workforce.
5.	A "PF greate	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.
	Do yo men,	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	time o	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 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), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please te 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 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, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid 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 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, not available (you may specify why this leave is not provided) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Government scheme is sufficient □ Not a priority □ Other (provide details):
S.	A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.
	Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?
	 Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY No (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):
' .	How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include

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

How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? 7.1 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	1	0	0	0	

How many MANAGERS, during the reporting period, ceased employment before returning to work from parental 8. leave, regardless of when the leave commenced?

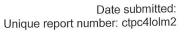
Include those where parental leave was taken continuously with any other leave type. For example, where

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

How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from 8.1 parental leave, regardless of when the leave commenced?





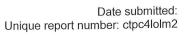


0	Include those where parental leave was taken continuously with any other leave type. For example
	annual leave or any other paid or unpaid leave is also taken at that time.

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

	Female	Male
Non-managers	0	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?				
	 ✓ 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 ☐ Don't offer flexible arrangements ☐ Not a priority ☐ 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 □ 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 □ Manager training on flexible working is provided throughout the organisation □ Employee training is provided throughout the organisation □ Team-based training is provided throughout the organisation □ 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 the governing body				
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities? Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):				
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)? Yes No (you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed 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
On-site childcare
☐ Available at some worksites only☐ Available at all worksites
☐ Available at all worksites ☐ Breastfeeding facilities
Available at all worksites
Childcare referral services
 ☐ 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 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
Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
□ 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
☐ Included in award/industrial or workplace agreements
☐ Not aware of the need
☐ Not a priority
☐ Other (please provide details):
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?
M Voc (coloct all applicable answers)
 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel
The second secon

12.

13.



14.



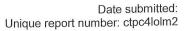
☐ A domestic violence clause is in an enterprise agreement or workplace agreement
Workplace safety planning ∴
Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
☑ 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):
Cities (provide details).
·
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
• 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.
For example, it 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.

Which options from the list below are available? Please tick the related checkboxes.

Unticked checkboxes mean this option is NOT available to your employees.

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

	Unpaid leave			M	
				D.F.	
14.3	You may specify why any of the above option	ns are NOT av	ailable to your e	mployees.	
	Currently under development, please enter d	ate this is due	to be completed		
	Insufficient resources/expertise				
	Not a priority✓ Other (provide details):				
	M Other (brovide details).				







Assessed on case by case basis in conjunction with business requirements at the time.

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

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have you consulted with employees on issues concerning gender equality in your workplace?			
	☐ Yes	(you may specify why you have not consulted with employees on gender equality) ☑ Not needed (provide details why): Not an identifiable issue. ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):		
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.		
Ger	ıder	equality indicator 6: Sex-based harassment and discrimination		
partici	oation. 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 have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?			
		s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):		
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?		
		 ✓ Yes ☐ No (you may specify why a grievance process is not included) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 		



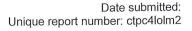


17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

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

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







Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

the gender composition of your workforce overall is 26.8% females and 73.2% males.

Promotions

- 2. 62.5% of employees awarded promotions were women and 37.5% were men
 - i. 60.0% of all manager promotions were awarded to women
 - ii. 66.7% of all non-manager promotions were awarded to women.
- 3. 0.4% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 71.4% of employees who resigned were women and 28.6% were men
 - . 41.7% of all managers who resigned were women
 - ii. 87.0% of all non-managers who resigned were women.
- 5. 0.4% of your workforce was part-time and 0.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

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

Notification and access List of employee organisations: CEO sign off confirmation Name of CEO or equivalent: CEO signature: CEO signature: Date: