



Public report

2018-19

Submitted by

Legal Name: A2B Australia Limited







Organisation and contact details

Submitting organisation details	Legal name	A2B Australia Limited
	ABN	99001958390
	ANZSIC	I Transport, Postal and Warehousing 5299 Other Transport Support Services n.e.c.
	Business/trading name/s	A2B Australia Limited
	ASX code (if applicable)	A2B
	Postal address	PO Box 770
		PADDINGTON NSW 2021
		AUSTRALIA
	Organisation phone number	(02) 9332 9222
Reporting structure	Ultimate parent	A2B Australia Limited
	Number of employees covered by this report	813





All organisations covered by this report

Legal name	Business/trading name/s				
A2B Australia Limited	A2B Australia Limited				
Mobile Technologies International (Pty) Ltd					
Combined Communications Network Pty Ltd					
Taxis Combined Services Pty Ltd					
Black Cabs Combined Pty Ltd					
Newcastle Taxis Pty Ltd					
EFT Solutions Pty Ltd					
Yellow Cabs South Australia Pty Ltd					
Yellow Cabs Australia Pty Ltd					





Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	F		No.	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	5	5
		Full-time contract	0	0	0
(ey management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-1	Full-time permanent	1	2	3
		Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	2	16	18
		Full-time contract	0	0	0
Senior Managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	5	7
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
	1	Part-time contract	0	0	0
Whor managers		Casual	0	0	0
ther managers		Full-time permanent	11	35	46
	1	Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0





Date submitted: Unique report number: liggs2mf8j

Manager occupational categories	Reporting level to CEO	Employment status		No.	of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	3	7	10
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
	. 20 11 2 11 2 11 2 11 2 11 2 11 2 11 2	Casual	0	0	0
total: all managers			19	71	90





Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (exclud	ling graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		T-1-1
Nor-manager occupational categories	tegories Employment status	F	M	F	M	F	M	Total employees
	Full-time permanent	25	71	0	0	0	0	96
	Full-time contract	1	1	0	0	0	0	2
Professionals	Part-time permanent	6	3	0	0	0	0	9
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	1	36	0	0	0	0	37
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	4	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	4	0	0	0	0	4
	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	230	109	0	0	0	0	339
	Full-time contract	0	2	0	0	0	0	2
Clerical and administrative	Part-time permanent	53	14	0	0	0	0	67
	Part-time contract	0	0	0	0	0	0	0
the state of the state of the	Casual	45	34	0	0	0	0	79
	Full-time permanent	8	10	0	0	0	0	18
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	1	0	0	0	0	0	1 CONTRACTOR CONTRACTOR
	Part-time contract	0	0	0	0	0	0	0
A SECTION OF THE SECT	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	1	17	0	0	0	0	18

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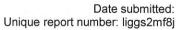
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Date submitted: Unique report number: liggs2mf8j

Non manager acquired and estagains	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total amalausas
Non-manager occupational categories	Employment status	F F	M	F	M	F	M	Total employees
	Full-time permanent	0	26	0	0	0	0	26
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	2	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	17	0	0	0	0	17
	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	The second secon	371	352	0	0	0	0	723







Reporting questionnaire

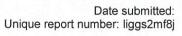
Gender equality indicator 1: Gender composition of workforce

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?

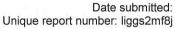
1.1	Recruitment
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.2	Retention
1.2	Retention
	 ✓ 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
	 ✓ 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
	 ✓ 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
	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	2	8	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/nonmanagers)?

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)	5	4
Number of appointments made to NON-MANAGER roles (including promotions)	30	33

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

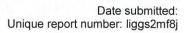
	Mana	Non-managers		
	Female	Male	Female	Male
Permanent/ongoing full-time employees	9	5	72	51
Permanent/ongoing part-time employees	0	1	11	4
Fixed-term contract full-time employees	0	0	1	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	7	3

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.

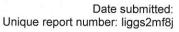






	Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2. If your organisation's governing body is the same as your parent entity's, you will need to add your							
	organisation's name BUT the numer							
2.1a.1	Organisation name?							
	A2B Australia Ltd							
2.1b.1	How many Chairs on this governing	body?						
		Female	Male					
	Number	0	1					
2.1c.1	How many other members are on thi	s governing body (excluding the	Chair/s)?					
		Female	Male					
	Number	1	3					
	Insufficient resources/experting	erning body/board appointments (
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?	y and/or formal selection strateg	y for governing body members for Al					
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy							
	 No (you may specify why no formal selection policy or formal selection strategy is in place) ☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise 							
		erning body appointments (provide	edetails why)					
2.3	Does your organisation operate as a "incorporated" entity - Pty Ltd, Ltd or	partnership structure (i.e. select r Inc; or an "unincorporated" en	: NO if your organisation is an tity)?					
	☐ Yes							

Please answer the following questions relating to each governing body covered in this report.







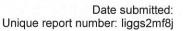
⊠ No

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) ✓ 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 ☐ 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 ☐ 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): Policies and strategies that articulate the development of female employees to all levels, increase participation and retention rate and ensure pay equity. Candidate selection and promotions are awarded on merit. 	1
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 	







qualifi IS roo	☐ 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 cations) ☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and them for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) ☐ 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).
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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

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.





	Managers	Female 0	Male 1	Female 0	Male 0
	Managers	Female	Male		
				Fomolo	Male
		Primary ca	rer's leave	Secondary of	arer's leave
		Drimony	rorla lagua	Secondary	prorla logue
7.	How many MANA employees still o	GERS have taken pare n parental leave, regard	ntal leave during t lless of when it co	he reporting period (paid mmenced.	and/or unpaid)? Include
 7. 	By payi By payi time over which it As a lur No, we offer paying by payi time over which it By payi time over which it By payi time over which it As a lur No, not availab Current Insuffici Govern Not a pi Other (p	is paid. For example, full sais paid. For example, full mp sum payment (paid prid parental leave for prine is provided to men ONI in get the employee's full sais paid. For example, full mp sum payment (paid prine is provided to men ONI in get the employee's full sais paid. For example, full inp sum payment (paid pride (you may specify why ly under development, plent resources/expertisement scheme is sufficientiority provide details): CARER" is a member of the many government of the parental leave for SEO in parental leave for SEO i	employee's salary a lary (in addition to to pay for 12 weeks of re- or post- parental nary carers that is a LY): employee's salary a lary (in addition to to pay for 12 weeks of pay for 12 weeks of re- or post- parental this leave is not procease enter date this to a couple or a sire id parental leave funded parental leave for post- parental leave for a couple or a sire id parental leave for a couple or a sire id parental leave for paid parental leave for paid parental leave enter date this to the paid parental leave during	nd the government's paid phe government's paid scher half pay for 24 weeks leave, or a combination) vailable to men ONLY. (Plend the government's paid phe government's paid scher half pay for 24 weeks leave, or a combination) vided) sis due to be completed agle carer, REGARDLESS or SECONDARY CARERS ave scheme for secondary. So that is available to men OS that is available to womer ave for secondary carers is is due to be completed the reporting period (paid the reporting period (paid	me), regardless of the period of ase indicate how employer funded parental leave scheme me), regardless of the period of OF GENDER, who is not the at that is available for men and a carers? ONLY (e.g. paternity leave) no ONLY not paid)
	☐ By payi ☐ By payi time over which it ☐ As a lur ☐ No, we offer pa	ng the gap between the ong the employee's full sa is paid. For example, full np sum payment (paid p	employee's salary a lary (in addition to t pay for 12 weeks o re- or post- parenta nary carers that is a	r half pay for 24 weeks leave, or a combination) vailable to women ONLY (e	
				or PRIMARY CARERS that scheme for primary care	at is available for women AND rs?
		pility for the day-to-day			

Female

8

Male

0

0

Female

Non-managers

Male

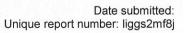
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Date submitted: Unique report number: liggs2mf8j

	•	al leave or any other paid or unpaid 'Ceased employment' means anyo nations, redundancies and dismissa	ne who has exited the		whatever reason, including			
			Fema	le	Male			
1	Mana	gers	0		0			
8	8.1	where annual leave or any other pa	the leave commenced al leave was taken con aid or unpaid leave is a as anyone who has exit	? tinuously with ar Iso taken at that	ny other leave type. For example			
				Female	Male			
		Non-managers	1		0			
		☐ Currently under development, plead Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):	ase enter date this is due	e to be completed				
ı	Do yo	ou have a formal policy and/or forma	l strategy to support e	nployees with fa	mily or caring responsibilities?			
	⊠ Ye	s (select all applicable answers)						
[⊡ No	☐ Strategy (you may specify why no formal policy ☐ Currently under development, plea ☐ Insufficient resources/expertise ☐ Included in award/industrial or wo	ase enter date this is due					
		Not a priorityOther (provide details):						
	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?							
		improyer substances crimecure, breas						
(eg, e ⊠ Ye	s (you may specify why non-leave base Currently under development, plea	stfeeding facilities)? ed measures are not in pl					
(eg, e ⊠ Ye	s (you may specify why non-leave base Currently under development, plea	stfeeding facilities)? ed measures are not in pl					
[]	eg, e ⊠ Ye ⊡ No	s (you may specify why non-leave base Currently under development, pled Insufficient resources/expertise Not a priority Other (provide details):	stfeeding facilities)? Ind measures are not in place ase enter date this is due	e to be completed				
[]	eg, e ⊠ Ye	s (you may specify why non-leave base Currently under development, plea Insufficient resources/expertise Not a priority	stfeeding facilities)? Ind measures are not in place and the street date this is due the street date this is due the street date and the	e to be completed	able at all worksites.			
[eg, e ⊠ Ye ⊡ No	s (you may specify why non-leave base Currently under development, pled Insufficient resources/expertise Not a priority Other (provide details): Please select what support mecha	stfeeding facilities)? ed measures are not in place and tists, for example a hea	e to be completed	able at all worksites.			

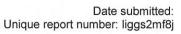






☐ On-site childcare
Available at some worksites only
☐ Available at all worksites ☐ Breastfeeding facilities
☐ Available at some worksites only
Available at some worksites
☐ Childcare referral services
☐ Available at some worksites only
Available at all worksites
☐ Internal support networks for parents
☐ Available at some worksites only
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 some worksites only
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 some worksites
Parenting workshops targeting fathers
Available at some worksites only
Available at all worksites
☐ Available at all worksites ☐ None of the above, please complete question 11.2 below
☐ Available at all worksites ☐ None of the above, please complete question 11.2 below
☐ None of the above, please complete question 11.2 below
☐ 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
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☐ 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
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?
 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? ✓ Yes (select all applicable answers)
 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?
 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? Yes (select all applicable answers)
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 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? ✓ Yes (select all applicable answers)
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? 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 agreements Not aware of the need Not a priority Other (please provide details):
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? Yes (select all applicable answers)
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? 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 agreements Not aware of the need Not a priority Other (please provide details):
□ 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? □ 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 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?
□ 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? ☑ 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 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? ☑ Yes (select all applicable answers)
□ 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? □ 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 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?
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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? Yes (select all applicable answers)
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? Yes (select all applicable answers)

13.







	☐ Access to paid domestic violence lea	ave (not contained in a	n enterprise/worl	colace agreeme	ent)
	□ Access to unpaid leave			.p.a.oo ag.oo	,
	Confidentiality of matters disclosed	domostic violence sur	nort convices fo	r ovport advice	
	 ⊠ Referral of employees to appropriate □ Protection from any adverse action of 				iolence
	Provision of financial support (e.g. a	dvance bonus paymen	t or advanced pa	y)	
	 ☐ Offer change of office location ☐ Emergency accommodation assistar 	nce			
	Access to medical services (e.g. doc				
7	Other (provide details):				
] NO	(you may specify why no other support r Currently under development, please	necnanisms are in plac e enter date this is due	e) to be completed		
	☐ Insufficient resources/expertise	c criter date tille is due	to be completed		
	☐ Not aware of the need				
	☐ Not a priority☐ Other (provide details):				
	Other (provide details).				
/her	e any of the following options are avail	lable in vour workplad	ce. are those or	tion/s availabl	e to both won
	men?				
	flexible hours of work compressed working weeks				
	time-in-lieu				
	telecommuting				
	part-time work job sharing				
	carer's leave				
	purchased leave				
	unpaid leave.				
or ex	ns may be offered both formally and/o cample, if time-in-lieu is available to we s, the option/s in place are available to be	omen formally but to oth women and men.	men informally,	you would se	lect NO.
Ye No	ns may be offered both formally and/o cample, if time-in-lieu is available to we so, the option/s in place are available to both, some/all options are not available to both. Which options from the list below are	omen formally but to oth women and men. th women AND men. e available? Please tid	ck the related cl	neckboxes.	lect NO.
or ex Ye	ns may be offered both formally and/o cample, if time-in-lieu is available to we s, the option/s in place are available to bot , some/all options are not available to bot	omen formally but to oth women and men. th women AND men. e available? Please tic nis option is NOT avai	ck the related cl lable to your en	neckboxes. nployees.	
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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.

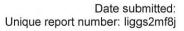
⊠ Ye	
∐ No	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why):
	Insufficient resources/expertise
	□ Not a priority
	Other (provide details):
15.1	How did you consult with employees on issues concerning gender equality in your workplace?
	Survey
	Consultative committee or group
	Focus groups
	Exit interviews
	☐ Performance discussions ☐ Other (provide details):
15.2	Who did you consult?
	☐ All staff
	Women only
	Men only
	 ☐ Human resources managers ☐ Management
	☐ Employee representative group(s)
	Diversity committee or equivalent
	Women and men who have resigned while on parental leave
	Other (provide details):
15.3	If your organisation would like to provide additional information relating to gender equality indic

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16.	Do	ou have a formal	policy	and/or formal	strategy o	n sex-based	harassment and	discrimination pre	vention?
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Yes (select all applicable answers)







□ No	 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):
Do yo	ou provide training for all managers on sex-based harassment and discrimination prevention?
⊠ Ye	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):
□ No	(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.)



Date submitted: Unique report number: liggs2mf8j

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

Notification and access

1. the gender composition of your workforce overall is 48.0% females and 52.0% males.

Promotions

- 2. 30.8% of employees awarded promotions were women and 69.2% were men
 - 20.0% of all manager promotions were awarded to women
 - ii. 66.7% of all non-manager promotions were awarded to women.
- 3. 10.2% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 61.0% of employees who resigned were women and 39.0% were men
 - i. 60.0% of all managers who resigned were women
 - ii. 61.1% of all non-managers who resigned were women.
- 5. 10.2% of your workforce was part-time and 9.8% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 12.5% 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
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were

CEO sign off confirmation Name of CEO or equivalent: Andrew Skelton CEO signature: Date: 29.5.19