



Public report

2018-19

Submitted by

Legal Name: **Aveo Group Limited**







Organisation and contact details

| Submitting organisation details | Legal name | Aveo Group Limited |
|---------------------------------|--|--|
| | ABN | 28010729950 |
| | ANZSIC | Q Health Care and Social Assistance 8601 Aged Care Residential Services |
| | Business/trading name/s | Aveo Group Limited |
| | ASX code (if applicable) | AOG |
| | Postal address | Level 5, 99 Macquarie Street |
| | | SYDNEY NSW 2000 |
| | | AUSTRALIA |
| | Organisation phone number | 0733193627 |
| Reporting structure | Ultimate parent | Aveo Group Limited |
| | Number of employees covered by this report | 2,860 |





All organisations covered by this report

| Legal name | Business/trading name/s |
|-------------------------|-------------------------|
| Aveo Group Limited | Aveo Group Limited |
| Forest Place Group | |
| FKP Real Estate Pty Ltd | |





Workplace profile

Manager

| Manager and the state of the st | Dan artin y laval to OFO | Formular was not atomic | | No. | of employees |
|--|--------------------------|-------------------------|---|-----|-----------------|
| Manager occupational categories | Reporting level to CEO | Employment status | F | М | Total employees |
| | | Full-time permanent | 0 | 1 | 1 |
| | | Full-time contract | 0 | 0 | 0 |
| CEO/Head of Business in Australia | 0 | Part-time permanent | 0 | 0 | 0 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | | Full-time permanent | 1 | 8 | 9 |
| | | Full-time contract | 0 | 0 | 0 |
| | -1 | Part-time permanent | 0 | 0 | 0 |
| | | Part-time contract | 0 | 0 | 0 |
| Marriage and the second of the | | Casual | 0 | 0 | 0 |
| Key management personnel | | Full-time permanent | 0 | 1 | 1 |
| | | 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 | 0 | 4 | 4 |
| | | Full-time contract | 0 | 0 | 0 |
| Other executives/General managers | -2 | Part-time permanent | 0 | 0 | 0 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | | Full-time permanent | 4 | 18 | 22 |
| | | Full-time contract | 0 | 0 | 0 |
| | -2 | Part-time permanent | 0 | 1 | 1 |
| | | Part-time contract | 0 | 0 | 0 |
| Conjor Managara | | Casual | 0 | 0 | 0 |
| Senior Managers | | Full-time permanent | 4 | 6 | 10 |
| | | Full-time contract | 0 | 0 | 0 |
| | -3 | Part-time permanent | 1 | 0 | 1 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |





| Manager accumpational actorogram | Deporting level to CEO | Employment status | No. of employees | | | |
|----------------------------------|------------------------|---------------------|------------------|-----|-----------------|--|
| Manager occupational categories | Reporting level to CEO | Employment status | F | М | Total employees | |
| | | Full-time permanent | 1 | 0 | 1 | |
| | | Full-time contract | 0 | 0 | 0 | |
| | -1 | Part-time permanent | 0 | 0 | 0 | |
| | | Part-time contract | 0 | 0 | 0 | |
| | | Casual | 0 | 0 | 0 | |
| | | Full-time permanent | 10 | 10 | 20 | |
| | | Full-time contract | 0 | 0 | 0 | |
| | -2 | Part-time permanent | 2 | 1 | 3 | |
| | | Part-time contract | 0 | 0 | 0 | |
| | | Casual | 0 | 0 | 0 | |
| | | Full-time permanent | 105 | 62 | 167 | |
| | | Full-time contract | 0 | 0 | 0 | |
| ther managers | -3 | Part-time permanent | 9 | 1 | 10 | |
| | | Part-time contract | 0 | 0 | 0 | |
| | | Casual | 0 | 0 | 0 | |
| | | Full-time permanent | 34 | 18 | 52 | |
| | | Full-time contract | 0 | 0 | 0 | |
| | -4 | Part-time permanent | 4 | 0 | 4 | |
| | | Part-time contract | 0 | 0 | 0 | |
| | | Casual | 0 | 0 | 0 | |
| | | Full-time permanent | 14 | 32 | 46 | |
| | | Full-time contract | 0 | 0 | 0 | |
| | -5 | Part-time permanent | 1 | 7 | 8 | |
| | | Part-time contract | 0 | 0 | 0 | |
| | | Casual | 0 | 0 | 0 | |
| rand total: all managers | | | 190 | 170 | 360 | |





Workplace profile

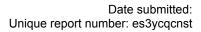
Non-manager

| Nice recognitional actorists | Francis and status | No. of employees (excluding gra | duates and apprentices) | No. of graduates (if applicable) | | No. of apprentices (if applicable) | | Tatal amenia va aa |
|-------------------------------------|---------------------|---------------------------------|-------------------------|----------------------------------|---|------------------------------------|---|--------------------|
| Non-manager occupational categories | Employment status | F | M | F | М | F | М | Total employees |
| | Full-time permanent | 72 | 52 | 0 | 0 | 0 | 0 | 124 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | Part-time permanent | 11 | 0 | 0 | 0 | 0 | 0 | 11 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 3 | 2 | 0 | 0 | 0 | 0 | 5 |
| | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians and trade | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time permanent | 107 | 30 | 0 | 0 | 0 | 0 | 137 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Community and personal service | Part-time permanent | 849 | 117 | 0 | 0 | 0 | 0 | 966 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 597 | 95 | 0 | 0 | 0 | 0 | 692 |
| | Full-time permanent | 112 | 13 | 0 | 0 | 0 | 0 | 125 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical and administrative | Part-time permanent | 68 | 4 | 0 | 0 | 0 | 0 | 72 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 22 | 0 | 0 | 0 | 0 | 0 | 22 |
| | Full-time permanent | 90 | 39 | 0 | 0 | 0 | 0 | 129 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales | Part-time permanent | 8 | 0 | 0 | 0 | 0 | 0 | 8 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 15 | 4 | 0 | 0 | 0 | 0 | 19 |
| | Full-time permanent | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Machinery operators and drivers | Part-time permanent | 2 | 4 | 0 | 0 | 0 | 0 | 6 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 11 | 0 | 0 | 0 | 0 | 11 |





| Non manager equipational actorories | Employment status | No. of employees (excluding graduates and apprentices) | | No. of graduates (if applicable) | | No. of apprentices (if applicable) | | Total ampleyees |
|-------------------------------------|---------------------|--|-----|----------------------------------|---|------------------------------------|---|-----------------|
| Non-manager occupational categories | Employment status | F | M | F | М | F | М | Total employees |
| | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Labourers | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time permanent | 3 | 107 | 0 | 0 | 0 | 0 | 110 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Others | Part-time permanent | 5 | 41 | 0 | 0 | 0 | 0 | 46 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 16 | 0 | 0 | 0 | 0 | 16 |
| Grand total: all non-managers | | 1,964 | 536 | 0 | 0 | 0 | 0 | 2,500 |







Reporting questionnaire

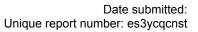
Gender equality indicator 1: Gender composition of workforce

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.
- 1. 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 30 June 2020 □ 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 "As Aveo Group (AOG or Group) is listed on the Australian Securities Exchange (ASX), we are required to disclose our main corporate governance practices and the extent to which the Group has followed the ASX Corporate Governance Principles and Recommendations (Fourth Edition). |
| | As a result of the recent changes announced by the ASX Corporate Governance Council in February 2019, with respect to diversity in recommendation 1.5, the AOG Board are currently revisiting the Group's Diversity & Inclusion Policy, as well as Workplace flexibility policy to ensure it addresses the new requirements." Insufficient resources/expertise Not a priority |

Gender equality overall

1.9





| ☐ 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 |
| "As Aveo Group (AOG or Group) is listed on the Australian Securities Exchange (ASX), we are required |
| to disclose our main corporate governance practices and the extent to which the Group has followed the |
| ASX Corporate Governance Principles and Recommendations (Fourth Edition). |
| As a result of the recent changes announced by the ASX Corporate Governance Council in February |
| 2019, with respect to diversity in recommendation 1.5, the AOG Board are currently revisiting the Group's |
| Diversity & Inclusion Policy, as well as Workplace flexibility policy to ensure it addresses the new |
| requirements." |
| ☐ Insufficient resources/expertise |
| ☐ Not a priority |
| · |

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

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

| | Mana | Managers | | nagers |
|---|--------|----------|--------|--------|
| | Female | Male | Female | Male |
| Permanent/ongoing full-time employees | 12 | 10 | 20 | 5 |
| Permanent/ongoing part-time employees | 5 | 0 | 3 | 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 | 1 | 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) | 36 | 34 |
| Number of appointments made to NON-MANAGER roles (including promotions) | 552 | 154 |

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

| | Mana | Managers | | nagers |
|---|--------|----------------|-----|--------|
| | Female | Female Male Fe | | Male |
| Permanent/ongoing full-time employees | 32 | 23 | 79 | 48 |
| Permanent/ongoing part-time employees | 4 | 3 | 157 | 34 |
| Fixed-term contract full-time employees | 0 | 0 | 0 | 0 |
| Fixed-term contract part-time employees | 0 | 0 | 0 | 0 |
| Casual employees | 1 | 0 | 148 | 22 |

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

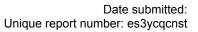




Gender equality indicator 2: Gender composition of governing bodies

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.

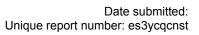
| 2.1 | Please answer the following questions relating to each governing body covered in this report. | | | | | |
|--------|---|--|----------------|--|--|--|
| | Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2. | | | | | |
| | | ning body is the same as your parent enti e numerical details of your parent entity's | | | | |
| 2.1a.1 | Organisation name? | | | | | |
| | Aveo Group Limited | | | | | |
| | | | | | | |
| 2.1b.1 | How many Chairs on this go | overning body? | | | | |
| 2.1b.1 | How many Chairs on this go | overning body? | Male | | | |
| | Number | Female 0 | 1 | | | |
| | Number | Female | 1 | | | |
| | Number | Female 0 are on this governing body (excluding the | 1 Chair/s)? | | | |







| | 2.2 | Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report? |
|-----|---------------------|---|
| | | ✓ 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 |
| | | ☐ Do not have control over governing body appointments (provide details why) ☐ Not a priority ☐ 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. |
| | | |
| | | |
| Gen | 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 ty. |
| 3. | Do yo | u have a formal policy and/or formal strategy on remuneration generally? |
| | ⊠ Yes | s (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 In addition to "Non-award employees paid market rate", Objectives of this kind are currently under development as part of the corporate diversity and inclusion policy works in progress □ Salaries set by awards/industrial or workplace agreements |
| | | ☐ Insufficient resources/expertise ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details): |
| _ | | |
| 4. | | ou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)? |







| ⊠ No (room for qualification in the second second in the | □ 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 ments) □ Non-award employees paid market rate □ Not a priority |
|---|---|
| | ☐ Other (provide details): If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below: |
| | equality indicator 4: Flexible working and support for employees |
| This indicator vemployment te supporting empto combine pai | vill enable the collection and use of information from relevant employers about the availability and utility of rms, conditions and practices relating to flexible working arrangements for employees and to working arrangements oloyees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men d work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental lity and to maximising Australia's skilled workforce. |

| emplo suppo to com | ndicator will enable the collection and use of information from relevant employers about the availability and utility of yment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements rting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men obine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental der equality and to maximising Australia's skilled workforce. |
|--------------------------|---|
| 5. | A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child. |
| | Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers? |
| | Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer): □ By paying the gap between the employee's salary and the government's paid parental leave scheme □ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks □ As a lump sum payment (paid pre- or post- parental leave, or a combination) □ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate 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): |





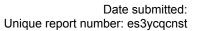
| | | PLOYER FUN to any govern | | | | | | | | ble for me |
|--|--|--|---|--|--|--|--|---|---|--|
| ☐ No, we ☑ No (you ☐ ☐ ☑ ☐ | offer paid pure may spect Currently ure Insufficient Government Not a priori | parental leave parental leave ify why emplo inder developi resources/ex nt scheme is s ity vide details): | for SECON yer funded p ment, please pertise | DARY CAI | RERS t tal leave | nat is ava | ailable to wo ondary carer | men ONL s is not pa | Y | ernity leave |
| How many employee | y MANAGE es still on p | ERS have take arental leave | en parental , regardles | leave dur s of when | ing the | reportin nenced. | g period (p | aid and/o | or unpaid | d)? Includ |
| | | Pri | mary carer's | s leave | | | Seconda | ry carer's | leave | |
| | | Fema | - | Male |) | | Female | | Ма | le |
| Managers | | 0 | | 0 | | 0 | | 4 | | |
| No | on-manager | | Femal | - | 0 0 | ale | Fer 0 | econdary nale | 3 | Male |
| No How many eave, reg minual lea 'Ce | on-manager y MANAGE pardless of clude those ave or any eased emp | SERS, during the when the lead where parer other paid or loyment' meadancies and o | Female 14 he reporting ve commendatal leave we unpaid lea | g period, onced? vas taken ove is also | 0 ceased continu | ale employn ously wi at that tii | Fer 0 nent before th any otherne. | returnin | 3 g to wor /pe. For | Male k from pa example, |
| No How many leave, reg Incannual lea | on-manager y MANAGE pardless of clude those ave or any eased emp | ERS, during to when the lease where paren other paid or loyment' mea | Female 14 he reporting ve commendate leave we unpaid leave anyone | g period, onced? vas taken ove is also | M 0 ceased continu taken exited | ale employn ously wi at that tii | Fer 0 nent before th any otherne. | returnin | 3 g to wor /pe. For | Male k from pa example, |
| No How many leave, reg Incannual lea | y MANAGE pardless of clude those ave or any eased emp ons, redund | ERS, during to when the lease where paren other paid or loyment' mea | Female 14 he reporting ve commendate leave we unpaid leave anyone | g period, onced? vas taken ove is also | M 0 ceased continu taken exited | ale employn ously wi at that tii he orgai | Fer 0 nent before th any otherne. | returnin | 3 g to wor /pe. For r reason | Male k from pa example, |
| How many leave, reg annual leave 'Ceresignatio | y MANAGE pardless of clude those ave or any eased emp ons, redund frental leave lnclud here annual | ERS, during to when the lease where paren other paid or loyment' mea | he reporting ve commental leave we unpaid lea ans anyone dismissals. RS, during of when the parental of when the parental of the parental of the paid ant' means a | g period, onced? ras taken on the reported leave colleave was or unpaid anyone when the reported leave was the rep | ceased continu taken : exited t | employn ously wi at that tir the organ emale ciod, cea | Fer 0 nent before th any other ne. nisation for sed employ usly with a aken at that the organisat | returnin r leave ty whateve 0 rment being other time. | g to wor pe. For r reason Male fore retu leave typ rhatever | Male k from pa example, i, includin rning to v be. For ex reason, in |
| Now many leave, regional leave 'Ce resignation Managers 8.1 Ho pare where where seems where we have a seem where where where we have a seem where where we have a seem where we have a seem where where we have a seem which we have a seem where we have a seem where we have a seem which we have a seem where we have a seem which we have a seem which we have a seem which we have a seem where we have a seem which which we have a seem which we have a seem which we have a seem where we have a seem which which we have a seem | y MANAGE pardless of clude those ave or any eased emp ons, redund frental leave lnclud here annual | ERS, during the when the lead where parer other paid or loyment? meadancies and of the control o | he reporting ve commental leave we unpaid lea ans anyone dismissals. RS, during of when the parental of when the parental of the parental of the paid ant' means a | g period, onced? ras taken on the reported leave colleave was or unpaid anyone when the reported leave was the rep | ceased continu taken : exited t | employn ously wi at that tir the organ emale ciod, cea | Fer 0 nent before th any other ne. nisation for usly with a aken at that | returnin r leave ty whateve 0 rment being other time. | g to wor pe. For r reason Male fore retu leave typ rhatever | Male k from pa example, i, includin |







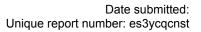
| | ⊠ NC | (you may specify why no formal policy of formal strategy is in place) |
|-----|-------|---|
| 10. | Do yo | ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities? |
| | ⊠ Ye | s (select all applicable answers) ☑ Policy ☐ Strategy |
| | □No | (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. | | ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)? |
| | ⊠ Ye | S |
| | | (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 |
| | | ☑ Breastfeeding facilities ☑ Available at some worksites only |
| | | ☐ 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 |
| | | ☐ 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 |







| | |
|-----|--|
| 12. | Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence? |
| | Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority □ Other (please provide details): |
| 13. | Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence? |
| | ✓ Yes (select all applicable answers) ☑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to jud domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice ☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details): ☐ No (you may specify why no other support mechanisms are in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not a priority ☐ Other (provide details): |
| 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 • time-in-lieu • telecommuting • part-time work • job sharing • carer's leave |



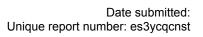




| | es, the option/s in place are available to bo o, some/all options are not available to both | | | | |
|------------------|--|------------------------|-------------------|---------------|-----------------|
| 14.1 | Which options from the list below are Unticked checkboxes mean thi | is option is NOT avail | able to your en | nployees. | |
| | | | agers | | anagers |
| | Electric become a formation | Formal | Informal | Formal | Informal |
| | Flexible hours of work | | | | |
| | Compressed working weeks | | | | |
| | Time-in-lieu | | | | |
| | Telecommuting | | | | |
| | Part-time work | | | | |
| | Job sharing | | | | |
| | Carer's leave | | | | |
| | Purchased leave Unpaid leave | | | | |
| | ☐ Insufficient resources/expertise☑ Not a priority☐ Other (provide details): | | | | |
| 14.4 | If your organisation would like to prov please do so below: | vide additional inform | nation relating t | o gender equa | ality indicator |
| | please do so below: | | | | |
| ender | | nsultation wi | ith emplo | | |
| iender oncerr | equality indicator 5: Co | nsultation wi | ith emplo | yees on | issues |

How did you consult with employees on issues concerning gender equality in your workplace?

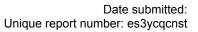
15.1







| | | ☐ 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 indicator 5, please do so below. |
| Ger | nder | 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 yo | u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? |
| | ⊠ Yes | s (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): |
| | 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? |
| | ⊠ 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 |





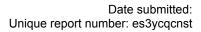


| | Other (provide details): |
|--------|--|
| □ No ℓ | (you may specify why this training is not provided) |
| | Currently under development, please enter date this is due to be completed |
| | ☐ Insufficient resources/expertise |
| | ☐ Not a priority |
| | ☐ Other (provide details): |
| | If your organisation 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

1. the gender composition of your workforce overall is 75.3% females and 24.7% males.

Promotions

- 2. 73.2% of employees awarded promotions were women and 26.8% were men
 - i. 63.0% of all manager promotions were awarded to women
 - ii. 82.8% of all non-manager promotions were awarded to women.
- 3. 39.7% of your workforce was part-time and 14.3% of promotions were awarded to part-time employees.

Resignations

- 4. 76.4% of employees who resigned were women and 23.6% were men
 - i. 58.7% of all managers who resigned were women
 - ii. 78.7% of all non-managers who resigned were women.
- 39.7% of your workforce was part-time and 35.9% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 7.1% 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 women.

CEO sign off confirmation

| Name of CEO or equivalent: | Confirmation CEO has signed the report: |
|----------------------------|---|
| Geoff Grady | |
| CEO signature: | Date: |
| | |