



Public report

2018-19

Submitted by

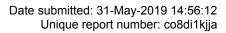
Legal Name: Australian Military Bank Ltd





Organisation and contact details

Submitting organisation details	Legal name	Australian Military Bank Ltd
	ABN	48087649741
	ANZSIC	K Financial and Insurance Services 6221 Banking
	Business/trading name/s	Australian Military Bank
	ASX code (if applicable)	
	Postal address	PO Box H151 AUSTRALIA SQUARE NSW 1215 AUSTRALIA
	Organisation phone number	0292404106
Reporting structure	Number of employees covered by this report	141





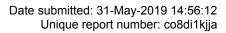


Workplace profile

Manager

Managan againstianal agtanaire	Deposition level to CEO	Francisco est atatua		N	o. 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	0	1
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	3	5
		Full-time contract	1	0	1
Other executives/General managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
Senior Managers	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	9	15	24
		Full-time contract	0	1	1
Other managers	-4	Part-time permanent	0	1	1
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			13	22	35

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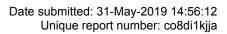


Workplace profile

Non-manager

Non manager equipational estagaries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	4	3	0	0	0	0	7
	Full-time contract	0	0	0	0	0	0	0
Professionals	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
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	0	0	0	0	0	0	0
Community and personal service	Full-time contract	0	0	0	0	0	0	0
	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	15	11	0	0	0	0	26
	Full-time contract	1	2	0	0	0	0	3
Clerical and administrative	Part-time permanent	4	0	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	43	7	0	0	0	0	50
	Full-time contract	1	0	0	0	0	0	1
Sales	Part-time permanent	14	0	0	0	0	0	14
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

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Non manager assumptional estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total employees
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	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		83	23	0	0	0	0	106

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Reporting questionnaire

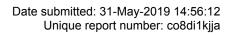
Gender equality indicator 1: Gender composition of workforce

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 ✓ 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.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	3	11	5
Permanent/ongoing part-time employees	0	0	1	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	3	4
Number of appointments made to NON-MANAGER roles (including promotions)	12	5

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

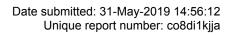
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	14	25	7
Permanent/ongoing part-time employees	0	0	7	2
Fixed-term contract full-time employees	0	0	0	1
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	1	0

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

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.

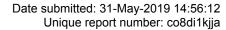
2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity,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







2.1	Please answer the following questions	ered 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						
	If your organisation's governing body organisation's name BUT the numeric	is the same as your parent entity's, you al details of your parent entity's gover	ou will need to add your ning body.				
2.1a.1	Organisation name?						
	Australian Military Bank						
2.1b.1	How many Chairs on this governing be	ody?					
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this						
	Number	Female 1	Male 4				
			<u> </u>				
	☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gove ☒ Not a priority ☐ Other (provide details): Are you reporting on any other organial ☐ Yes ☒ No	nder balance (e.g. 40% women/40% mer please enter date this is due to be comple erning body/board appointments (provide sations in this report?	details why):				
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 ALL				
	☐ 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		our organisation is an				
	☐ Yes ⊠ No						





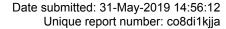


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

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.

Þ	☑ 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):
C	Other (provide details): ave you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. onducted a gender pay gap analysis)? Yes - the most recent gender remuneration gap analysis was undertaken: Within last 12 months
C	Other (provide details): ave you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. onducted a gender pay gap analysis)? Yes - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years
C (Other (provide details): ave you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. onducted 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):
C	Other (provide details): ave you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. onducted 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
c ·	Other (provide details): ave you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. onducted 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
co	Other (provide details): ave you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. onducted a gender pay gap analysis)? Yes - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 12 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 soom for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or unalifications)
co	Other (provide details): ave you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. onducted 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 soom for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
co	Other (provide details): ave you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. onducted 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 soom for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or uselifications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and the groom for discretion in pay changes (because pay increases can occur with some discretion such as performance







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.

On vali prov	ide FMPI OVER FIII	IDED naid narenta	I leave for PRIMAR	RY CARERS that is a	vailable for women AND
	tion to any governn				valiable for women AND
By By By By By By By By Ime over whi By Ime over whi Daid parental By By By Ime over whi By Mo, not av Cu	paying the gap between paying the employed chit is paid. For exama a lump sum payment er paid parental leavemployer funded paid paying the gap between paying the employed chit is paid. For exama lump sum payment er paid parental leave is provided to paying the employed chit is paid. For exama lump sum payment employed chit is paid. For exama lump sum payment allump sum payment allump sum payment ailable (you may sperrently under develop	een the employee's full salary (in addingle, full pay for 12 t (paid pre- or poster for primary carers of parental leave is peen the employee's full salary (in addingle, full pay for 12 t (paid pre- or poster for primary carers men ONLY): een the employee's s's full salary (in addingle, full pay for 12 t (paid pre- or poster for primary carers men ONLY): een the employee's the full pay for 12 t (paid pre- or posterify why this leave it or pease or p	salary and the governmeeks or half pay for parental leave, or a that is available to provided to women (a salary and the governmeeks or half pay for parental leave, or a that is available to be salary and the governmental leave, or a salary and the governmeeks or half pay for parental leave, or a salary and the governmeeks or half pay for parental leave, or a sont provided)	or 24 weeks a combination) women ONLY (e.g. m ONLY): ernment's paid paren; nent's paid scheme), or 24 weeks a combination) men ONLY. (Please in ernment's paid paren; nent's paid scheme), or 24 weeks a combination)	cal leave scheme regardless of the period of atternity leave). (Please cal leave scheme regardless of the period of andicate how employer funder
	ufficient resources/e				
☐ No	t a priority				
∐Ot	ner (provide details):				
A "SECOND primary care		ember of a couple	or a single carer,	REGARDLESS OF G	SENDER, who is not the
o you prov	ide EMPLOYER FUI			DARY CARERS that e for secondary care	is available for men and ers?
\square No, we of \boxtimes No (<u>yo</u> u m	er paid parental leav	e for SECONDARY byer funded paid pa	CARERS that is av irental leave for sec	ailable to men ONLY ailable to women ONI ondary carers is not p	Ý
☐ Ins ☑ Go	sufficient resources/e evernment scheme is t a priority ner (provide details):	kpertise			

How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include

employees still on parental leave, regardless of when it commenced.

7.





	Primary carer'	s leave	Secondary care	's leave
	Female	Male	Female	Male
Managers	0	0	0	1

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 carer	's leave	Secondary care	r's leave
	Female	Male	Female	Male
Non-managers	4	0	0	1

- 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

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

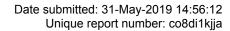
	Female	Male
Non-managers	2	0

q	Do you have a f	formal policy and/o	r formal strategy o	n flexible working	arrangements?

□ 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):
Do you have a formal policy and/or formal strategy to support employees with family or caring responsibil

10. lities?

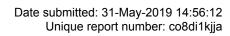
Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Included in award/industrial or workplace agreement
☐ Not a priority
Other (provide details):







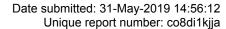
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	 Yes No (you may specify why non-leave based measures are not in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
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 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
14.	☐ Other (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
	telecommuting part-time work
	• job sharing
	 carer's leave purchased leave
	• unpaid leave.







	es, the option/s in place are available to both on, some/all options are not available to both w				
14.1	Which options from the list below are avoid the control of the con				
		Man	agers	Non-m	anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work	\boxtimes		\boxtimes	
	Compressed working weeks				
	Time-in-lieu				
	Telecommuting				
	Part-time work				
	Job sharing				
	Carer's leave				
	Purchased leave				
	Unpaid leave				
14.4	If your organisation would like to provid please do so below:	le additional inform	nation relating t	o gender equa	lity indicator
_					
	equality indicator 5: Con ning gender equality in th		-	yees on i	issues
	equality indicator seeks information on what or ender equality in the workplace.	consultation occurs I	oetween employ	ers and employ	ees on issues
Have	you consulted with employees on issues	concerning gende	r equality in yo	ur workplace?	
□ Ye ⊠ No	es o (you may specify why you have not consulte in Not needed (provide details why): 67% female employee's ratio in Insufficient resources/expertise in Not a priority in Other (provide details):	ed with employees c	on gender equali	ty)	
15.3	If your organisation would like to provid	le additional inform	nation relating t	o gender equa	lity indicator







Gender equality indicator 6: Sex-based harassment and discrimination

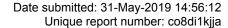
The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

Do yo	u 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):
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:
	 Yes No 16.1 Do yo ✓ Yes □ No

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 68.1% females and 31.9% males.

Promotions

- 2. 63.6% of employees awarded promotions were women and 36.4% were men
 - i. 40.0% of all manager promotions were awarded to women
 - ii. 70.6% of all non-manager promotions were awarded to women.
- 3. 13.5% of your workforce was part-time and 4.5% of promotions were awarded to part-time employees.

Resignations

- 4. 60.0% of employees who resigned were women and 40.0% were men
 - i. 17.6% of all managers who resigned were women
 - ii. 76.7% of all non-managers who resigned were women.
- 5. 13.5% of your workforce was part-time and 15.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 50.0% 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

List of employee organisations:	
CEO sign off confirmation	
CEO sign off confirmation Name of CEO or equivalent: John Ford	Confirmation CEO has signed the report: