





2015-16 public report form submitted by GWA Group Limited to the Workplace Gender Equality Agency

Organisation and contact details

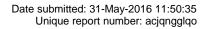
Organisation	Legal name	GWA Group Limited
registration	ABN	15055964380
_	ANZSIC	3332 Plumbing Goods Wholesaling
Organisation	Trading name/s	-
details	ASX code (if relevant)	GWA
	Postal address	Level 1, 7-9 Irvine Place
		Bella Vista NSW 2153
		AUSTRALIA
	Organisation	0288254400
	phone number	
Reporting	Ultimate parent	GWA Group Limited
structure	Number of	818
	employees covered in this report submission	
	Other	Gainsborough Hardware Industries Ltd
	organisations	Starion Tapware Pty Ltd
	reported on in this	Caroma Industries Ltd
	report	API Services and Solutions Ptv Limited





Workplace profile Manager

Management and actions in	Decreation level to OFO	Envelopment status	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	1	4	5	
		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	1	4	5	
	-2	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	6	22	28	
		Full-time contract	0	0	0	
		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
Namina Managana		Casual	0	0	0	
Senior Managers		Full-time permanent	3	4	7	
		Full-time contract	0	0	0	
	-3	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	2	3	
		Full-time contract	0	0	0	
	-2	Part-time permanent	0	0	0	
Other managers		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	8	39	47	
		Full-time contract	1	0	1	
	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	







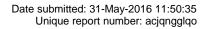
Managar aggunational actagaries	Paparting laval to CEO	Employment status	No. of employees			
Manager occupational categories Reporting level to CEO		Employment status	F	М	Total employees	
		Full-time permanent	2	8	10	
		Full-time contract	0	0	0	
	-4	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	3	4	
		Full-time contract	0	0	0	
	-5	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers	_		26	87	113	





Non-manager

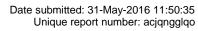
Non-manager occupational	Employment		cluding graduates and ntices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total	
categories	status	F	M	F	М	F	M	employees	
	Full-time permanent	15	52	0	0	0	0	67	
	Full-time contract	2	5	0	0	0	0	7	
Professionals	Part-time permanent	2	1	0	0	0	0	3	
	Part-time contract	1	0	0	0	0	0	1	
	Casual	0	0	0	0	0	0	0	
	Full-time permanent	3	73	0	0	0	19	95	
	Full-time contract	0	0	0	0	0	0	0	
Technicians and trade	Part-time permanent	0	1	0	0	0	0	1	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
	Full-time permanent	0	0	0	0	0	0	0	
	Full-time contract	0	0	0	0	0	0	0	
Community and personal service	Part-time permanent	0	0	0	0	0	0	0	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
	Full-time permanent	99	53	0	0	0	0	152	
	Full-time contract	0	1	0	0	0	0	1	
Clerical and administrative	Part-time permanent	15	0	0	0	0	0	15	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	5	6	0	0	0	0	11	
	Full-time permanent	32	58	0	0	0	0	90	
Sales	Full-time contract	1	0	0	0	0	0	1	
	Part-time permanent	2	0	0	0	0	0	2	







Non-manager occupational	Employment status	No. of employees (ex appre	cluding graduates and ntices)		aduates (if icable)	No. of apprentices (if applicable)		Total employees	
categories		F	M	F	М	F	М	employees	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
	Full-time permanent	7	77	0	0	0	0	84	
	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	4	0	0	0	0	4	
	Full-time permanent	77	87	0	0	0	0	164	
	Full-time contract	0	0	0	0	0	0	0	
Labourers	Part-time permanent	1	0	0	0	0	0	1	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	1	1	0	0	0	0	2	
	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	4	0	0	0	0	4	
Grand total: all non-managers		263	423	0	0	0	19	705	



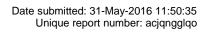




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

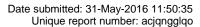
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.2 Retention? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.3 Performance management processes? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.4 Promotions? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.5 Talent identification/identification of high potentials?✓ Yes (you can select policy and/or strategy options)







 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.6 Succession planning? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.8 Resignations? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
□ No □ No, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.9 Key performance indicators for managers relating to gender equality? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.10 Gender equality overall?✓ Yes (you can select policy and/or strategy options)







Standalone policy
☐ Policy is contained within another policy
☐ Standalone strategy
Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
□ No, don't have expertise
☐ No, not a priority

- 1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
- 1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

	Managers		Non-man	agers
	Female	Male	Female	Male
NUMBER of appointments made	9	21	42	61

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

No cell should be left blank, please enter '0' (zero) where there is no data.

	Managers		Non-mar	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	7	2	0
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

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

No cell should be left blank, please enter '0' (zero) where there is no data.

·	Managers Female Male		Non-managers		
			Female	Male	





	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	4	18	49	157
Permanent/ongoing part-time employees	0	1	7	0
Fixed-term contract full-time employees	0	1	2	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	1	1	2	10

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

Organisation name Gender a NUMBER chairpers (NOT percenta	of governing body/board	% target for representation of women on each governing body/board	Year to be reached
--	-------------------------	---	--------------------

		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
01	GWA Group Limited	0		0	5	0	
02							
03							
04							
05							
06							
07							
80							
09							
10							
11							
12							
13							
14							
16							
17							
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25							
26							





27				
28				
29				
30				

29								
30								
	If a target remaing bodies lised bodies lised body Currently under nsufficient hum Don't have expended.	sted abov /board ha developm an resour ertise	e, you ma s gender nent ces staff	ay specify balance (e	why below: e.g. 40% wo	omen/40% m	en/20% é	either)
\boxtimes (Not a priority Other (provide o Board appointn the appointee h need for Board	nents are naving reg	ard to the	se of exis	ting directo	rs including		
	y/board membe ∕es (you can se ⊠ Standal □ Policy is □ Standal	ers for ALL elect policy one policy s containe one strate	organisa and/or s within a	tions cove	ered in this tions)	selection str	ategy for	governing
	No, in place for No, currently un No, insufficient I	some gov der devel human res	erning bo opment sources st	dies/board	ds	ointments (pre	ovide det	ails why):
1	No, don't have e No, not a priority No, other (provi	y .):					
	Partnership er a partnership corporated enti	structure				ion if your or tity (ie Pty Ltd		
part	ase enter the to ner) in the follo -equity (salarie	wing table	against t	he relevar	nt WGEA st	andardised n	nanager	
	ails of your mar kplace profile.	naging par	tner shou	ld be inclu	ided separa	ately in the C	EO row o	f your
	Please ensure ome of your eq				itered in qu	estion 2.1.		
					Full- time female	Part- time s females	Full- time males	Part- time males
	Equity partners							

partner)





	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
 Do you have a formal policy and/or formal strategy on remuneration generally? ✓ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ✓ Standalone strategy ☐ Strategy is contained within another strategy
No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy? Yes (provide details in questions 3.2 and/or 3.3 below) No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, not a priority No, other (provide details):
Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.) Yes. When was the most recent gender remuneration gap analysis 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 No, currently under development No, insufficient human resources staff No, don't have expertise





 No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
We have recently completed a job evaluation and benchmarking process and will look to now complete a gender gap analysis on this data.
4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
5 Do you provide employer funded paid parental leave for PRIMARY CARERS, 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
No, currently being considered No, insufficient human resources staff
No, government scheme is sufficientNo, don't know how to implement
No, not a priorityNo, other (provide details):
5.1 Please indicate the MINIMUM number of weeks of EMPLOYER FUNDED paid parental leave that is provided for primary carers.
Optional: If you wish to provide additional details on the eligibility period/s and the maximum number of paid parental leave offered to primary carers, please do so below:
5.1a What is the eligibility period for employees to access the MINIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MINIMUM amount - in months)? 12
5.1b If you offer different amounts of employer funded paid parental leave, what is the MAXIMUM number of weeks of employer funded paid parental leave that is provided for primary carers (in weeks)?
5.1c What is the eligibility period for employees to access the MAXIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MAXIMUM amount – in months)?





12

What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you must include casuals when working out the proportion. For example, if ALL employees have access to employer funded paid parental leave for PRIMARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

You may enter a number that represents the actual percentage of employees, or round the number to the nearest 10th percentile, e.g. if 23.4% enter 20; if 45.7% enter 50).

	Primary carer's leave
Percentage:	66

RS, in

How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period (this is to include employees still on parental leave who commenced this leave in another reporting period)?

No cell should be left blank, please enter '0' (zero) where there is no data.

140 cell should be left blank, please efficil o (zero) where there is no data.							
	Primary care	r's leave	Secondary carer's leave				
	Female	Male	Female	Male			
Managers	0	0	0	1			
Non-managers	13	0	0	11			

8 Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

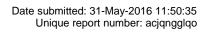
This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

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

No cell should be left blank, please enter '0' (zero) where there is no data.

The content of the start of the	(2010) Whole there is no day	a.
	Female	Male
Managers	0	0
Non-managers	1	0

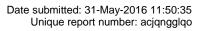
9 Do you have a formal policy and/or formal strategy on flexible working arrangements? ⊠ Yes (you can select policy and/or strategy options)







 Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development 	
 No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, don't offer flexible arrangements 	
No, not a priorityNo, other (provide details):	
10 Do you have a formal policy and/or formal strategy to support employees with famil or caring responsibilities? ☑ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy	у
Strategy Strategy is contained within another strategy No No, currently under development	
No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):	
Do you have any non-leave based measures to support employees with family or caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral services)? Yes No	
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority	
No, other (provide details): We would work with employees on an individual basis to determine how best we can support them eg, flexible hours, access to counselling etc	
Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy	
 No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need 	
No, don't have expertiseNo, not a priorityNo, other (please provide details):	







Other than a policy and/or strategy, do you have any measures to support employees
who are experiencing family or domestic violence?
Yes - please indicate the type of measures in place (more than one option can be
selected):
Employee assistance program (including access to a psychologist, chaplain or
counsell <u>or</u>)
☐ 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 paid domestic violence leave (not contained in an enterprise/workplace
agreement)
☐ Confidentiality of matters disclosed
Referral of employees to appropriate domestic violence support services for
expert advice
Protection from any adverse action or discrimination based on the disclosure of
domestic violence
☐ Flexible working arrangements
Provide 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):
Other (provide details).
□No
No, currently under development
No, insufficient human resources staff
No, not aware of the need
No, don't have expertise
No, not a priority
No, other (provide details):

Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

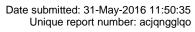
maioatoo triat a p	Managers				Non-managers			
	Fer	nale		ale	Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work			\boxtimes				\boxtimes	
Compressed working weeks								
Time-in-lieu								\boxtimes
Telecommuting			\boxtimes		\boxtimes		\boxtimes	
Part-time work	\boxtimes						\boxtimes	
Job sharing	\boxtimes		\boxtimes		\boxtimes		\boxtimes	
Carer's leave							\boxtimes	
Purchased leave								
Unpaid leave	\boxtimes		\boxtimes		\boxtimes		\boxtimes	





Ī	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
ĺ								

14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: In addition to the above we also offer a Phased retirement program and also the opportunity to take an unpaid Career Break of 3-6 months to pursue outside interests such as study.
14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: ☐ Currently under development ☐ Insufficient human resources staff ☐ Don't have expertise ☐ Not a priority ☐ Other (provide details):
14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace
15 Have you consulted with employees on issues concerning gender equality in your workplace? ☑ Yes ☐ No ☐ No, not needed (provide details why):
 No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? □ Survey □ Consultative committee or group □ Focus groups Exit □ interviews Performance □ discussions Other □ (provide details): Informal discussion between managers and employees; toolbox meetings, WHS committee meetings
15.2 Please indicate what categories of employees you consulted. ☐ 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

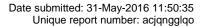






U Other (provide details):
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination
 Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention? ✓ Yes (you can select policy and/or strategy options) ✓ Standalone policy
 ☐ Policy is contained within another policy ☐ Standalone strategy
☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development
No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority
No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy? ☐ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ☑ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): ☑ At induction ☐ At least annually ☑ Every one-to-two years ☐ Every three years or more ☐ Varies across business units ☐ Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):

17.1 Should you wish to provide additional information on any of your responses under gender equality indicator 6, please do so below:







Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)





Gender composition proportions in your workplace

Important notes:

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

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 35.3% females and 64.7% males.

Promotions

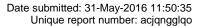
- 2. 41.7% of employees awarded promotions were women and 58.3% were men
 - 30.0% of all manager promotions were awarded to women
 - 100.0% of all non-manager promotions were awarded to women.
- 3. 3.1% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 25.7% of employees who resigned were women and 74.3% were men
 - 19.2% of all managers who resigned were women
 - i. 26.4% of all non-managers who resigned were women.
- 5. 3.1% of your workforce was part-time and 3.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 7.7% of all women who utilised parental leave and ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave and ceased employment before returning to work
- 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- 4.2% of all non-managers who utilised parental leave and ceased employment before returning to work were women.







Notification and access

Australian Workers Union - SA
List of employee organisations
NUW - VIC, NSW, SA
AMWU - VIC

CEO sign off confirmation

Name of CEO or equivalent Tim Salt

Confirmation CEO has signed the report Yes

CEO Signature: Date: 31/05/2016