



2015-16 public report form submitted by Ausenco Services Pty Ltd to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN	Ausenco Services Pty Ltd 82011057837
registiation	ANZSIC	6923 Engineering Design and
		Engineering Consulting Services
Organisation	Trading name/s	
details	ASX code (if relevant)	AAX
	Postal address	144 Montague Road
		SOUTH BRISBANE QLD 4101
		Australia
	Organisation	(07) 3169 7000
	phone number	
Reporting	Ultimate parent	Ausenco Limited
structure	Number of	265
	employees covered	
	in this report	
	submission	
	Other	Pipeline Systems International Australia
	organisations	Pty Ltd
	reported on in this	Ausenco Management Pty Ltd
	report	Ausenco Operations Pty Ltd
		Ausenco Rylson Pty Ltd

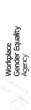


Date submitted: Unique report number: xnkgxtzxlt

Workplace profile Manager

Manager occupational categories	Can et level priproged	e de de de de la constante la c		No	No. of employees
soliofication proposition of the solio	ODO M Javai Brillioday	Employment status	F	Σ	Total employees
		Full-time permanent	0	-	
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	4	4
		Full-time contract	0	0	0
Key management personnel	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	3	3
		Full-time contract	0	0	0.
	¥	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other executives/General managers		Casual	0	0	0
		Full-time permanent	0	8	3
		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	4	9	10
		Full-time contract	0	0	0
	-2	Part-time permanent	1	0	
		Part-time contract	0	0	0
Senior Managers		Casual	0	0	0
		Full-time permanent	0	-	
		Full-time contract	0	0	0
	ဇှ	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	14 14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		Full-time permanent	1 1	5	9
		Full-time contract	0	0	0
Other managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	





STATE OF THE PROPERTY OF THE P	One of the latest and	Company of the Control of the Contro		No. of	No. of employees
Manager occupational categories	Reporting level to CEU	Employment status		N. M.	Total employees
		Full-time permanent	3	21	24
		Full-time contract	0	0	0
	ဇှ	Part-time permanent	1	2	3
		Part-time contract	0	0	0
		Casual	0	3	3
		Full-time permanent	0	1 2	7
		Full-time contract	0	1	
	4-	Part-time permanent	0	1	
		Part-time contract	0	0	0
		Casual	1	4	5
Grand total: all managers			11	64	75
				The last in contrast of the last	





Date submitted: Unique report number: xnkgxtzxlt

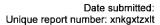
Non-manager

Non-manager occupational	Employment	No. of employees (No. of employees (excluding graduates and apprentices)	No. of g	No. of graduates (if applicable)	No. of ap	No. of apprentices (if applicable)	Total
500000000000000000000000000000000000000	enine	4	M	F	M	F	Μ	employees
	Full-time permanent	18	84	0	0	0	0	102
	Full-time contract	1	9	0	0	0	0	7
Professionals	Part-time permanent	ō	2	0	0	0	0	-11
	Part-time contract	0	0	0	0	0	0	0
	Casual	5	25	0	0	0	0	30
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	1	0	0	0	0	1
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
	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	15	3	0	0	0	0	18
	Full-time contract	2		0	0	0	0	က
Clerical and administrative	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	1	0	0	0	0	3
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	o	0
	Part-time permanent	0	0	0	0	0	0	0



Non-manager occupational	Employment	No. of employees (No. of employees (excluding graduates and apprentices)	No. of gr appl	No. of graduates (if applicable)	No. of app	No. of apprentices (if applicable)	Total
calcacina	Sidius	j j	W	F	V	F	W	employees
	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
Machinery operators and drivers	_	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
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	1	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	5	2	2	0	0	14
Grand total: all non-managers		52	128	2	000	c	0	190



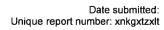




Reporting questionnaire

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 , insufficient human resources staff , don't have expertise , not a priority
1.6 ⊠ Yes	Succession planning? s (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 insufficient human resources staff don't have expertise not a priority
1.7 ⊠ Yes	Training and development? s (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 insufficient human resources staff don't have expertise not a priority
1.8 ⊠ Yes	Resignations? s (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 insufficient human resources staff don't have expertise not a priority
1.9 ⊠ Yes	Key performance indicators for managers relating to gender equality? s (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 insufficient human resources staff don't have expertise not a priority
1.10 ⊠ Yes	Gender equality overall? (you can select policy and/or strategy options)







☑ 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.

Manag	jers	Non-mar	nagers
Female	Male	Female	Male
3	31	22	83
	Manag Female 3	Managers Female Male 3 31	Managers Non-mar Female Male Female 3 31 22

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.)

	Manag	jers	Non-man	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	0	0	3
Permanent/ongoing part-time employees	7	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.)

	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	8	9	13
Permanent/ongoing part-time employees	0	1	2	1





	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
Fixed-term contract full-time employees	0	1	1	6
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	1	0	4

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 and NUMBER of chairperson/s (NOT	Gender and NUMBER of other governing body/board members (NOT	% target for representation of women on each governing	Year to be reached
	percentage)	percentage)	body/board	40 2 rxs





		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	Ausenco Limited	0	1	1	4	0	
02							
03							
04							
05							
06							
07							
08							
09							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26						4	





No, don't have expertiseNo, not a priorityNo, other (provide details):

27

28							
29							
30							
	erning bodies lis Governing body Currently under nsufficient huma Don't have expe	sted aboven board hat developm an resourentise	e, you ma s gender l nent ces staff	y specify v balance (e	why below: e.g. 40% wo	as not been set f omen/40% men/2 nents (provide de	0% either)
		mitted to board lev	el. No nu	merical ta	rget has be	place, particularly en set as the con n in the board.	
⊠ Y	//board membe ′es (you can se ☐ Standald ☐ Policy is	rs for ALL lect policy one policy containe one strate	organisa and/or st d within a	tions cove trategy op	ered in this r tions) icy	selection strateç report?	y for governing
	lo, in place for s lo, currently und lo, insufficient h	der devel	opment		ls		

2.4 Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

No, do not have control over governing body/board appointments (provide details why):

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full-	Part-	Full-	Part-
	time	time	time	time
	females	females	males	males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				

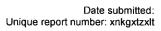




	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

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

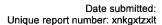
Gender equality indicator 3: Equal remuneration between women and men
Do you have a formal policy and/or formal strategy on remuneration generally? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
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, 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







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):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below:
4.1 Were any actions taken as a result of your gender remuneration gap analysis? Yes - please indicate what actions were taken (more than one option can be selected): Created a pay equity strategy or action plan Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance ratings to ensure there is no gender bias (including
unconscious bias) Analysed performance pay to ensure there is no gender bias (including
unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any like-for-like gaps Set targets to reduce any organisation-wide gaps Reported pay equity metrics (including gender pay gaps) to the governing body/board
 ☐ Reported pay equity metrics (including gender pay gaps) to the executive ☐ Reported pay equity metrics (including gender pay gaps) to all employees ☐ Reported pay equity metrics (including gender pay gaps) externally ☐ Corrected like-for-like gaps ☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details):
 No No unexplainable or unjustifiable gaps identified 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, unable to address cause/s of gaps (provide details why):
No, not a priorityNo, other (provide details):
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
No, currently being considered
No, insufficient human resources staff
No, government scheme is sufficient
 No, don't know how to implement No, not a priority
No, other (provide details):
The, other (provide details).
Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority
No, other (provide details):

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 number reflects the total number of employees in these categories that have taken this leave for ALL the organisations included in your report.)

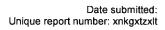
	Primary carer's leave		Secondary carer's leav	
	Female	Male	Female	Male
Managers	8	0	0	0
Non-managers	1	0	0	0

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.

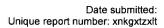
	Female	Male
Managers	0	0
Non-managers	0	0







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 priority No, other (provide details):
10 Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities? ☑ 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):
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):
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, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority
No, 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
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 paid 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
 ☐ 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):
☐ 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):

	Managers				Non-managers			
	Fer	male	Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work			\boxtimes					
Compressed working weeks								
Time-in-lieu								\boxtimes
Telecommuting			\boxtimes		\boxtimes			
Part-time work								
Job sharing								
Carer's leave			\boxtimes		\boxtimes		\boxtimes	
Purchased leave								

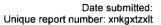




Other (provide details):

	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Unpaid leave			\boxtimes				×	

If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: 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): Should you wish to provide additional information on any of your responses under 14.3 gender equality indicator 4, please do so below: Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace Have you consulted with employees on issues concerning gender equality in your 15 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): 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): 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



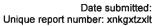




15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:

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):
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): Online training modules are also available for managers. 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

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

the gender composition of your workforce overall is 24.5% females and 75.5% males.

Promotions

- 0.0% of employees awarded promotions were women and 0.0% were men
 - 0.0% of all manager promotions were awarded to women
- ii. 0.0% of all non-manager promotions were awarded to women.

 6.0% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 0.0% of employees who resigned were women and 0.0% were men
 - 0.0% of all managers who resigned were women
 - 0.0% of all non-managers who resigned were women.
- 6.0% of your workforce was part-time and 0.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- N/A women who utilised parental leave and ceased employment before returning to work
- N/A men who utilised parental leave and ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- N/A non-managers who utilised parental leave and ceased employment before returning to work were women.





Notification and access

List of employee organisations

CEO sign off confirmation

Name of CEO or equivalent

ZIMI MEKE

Confirmation CEO has signed the report

Yes

CEO Signature:

Date: 25/4/16

	9 "
	V-2
	W.
	No.
	No.
	762
	No.