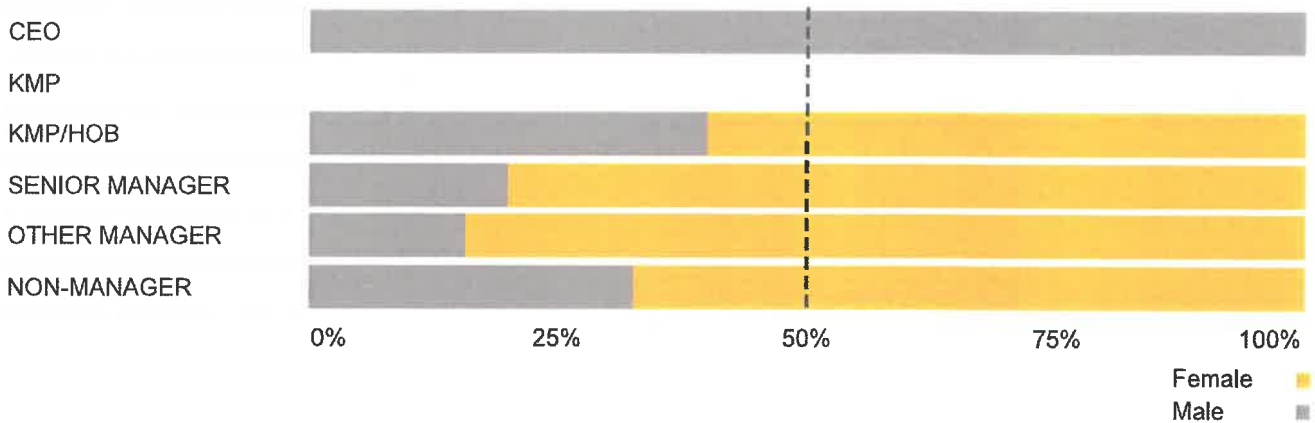


# Insights at a glance

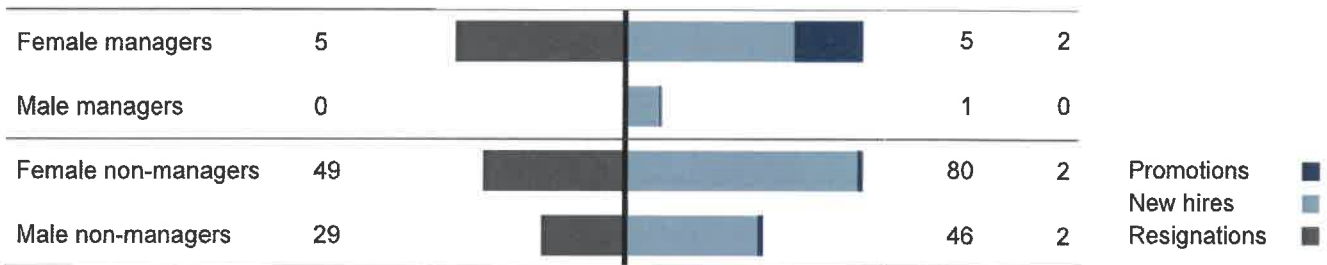
This report summarises your organisation's responses to the 2020 - 2021 Compliance Reporting program. It demonstrates how your organisation is tracking. Please review the Report prior to approving your submission in the WGEA Portal. Full responses can be found in the Appendix.

## Workforce gender composition



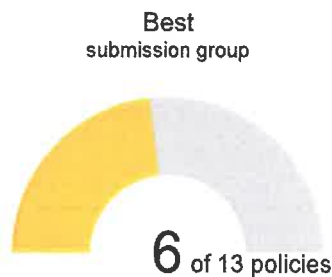
## Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



## Gender equality policies, strategies and actions

Total number of recommended gender equality policies, strategies and actions in your organisations.



## Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

| Section                   | Category                | Question   | Yes<br>No  |                       |
|---------------------------|-------------------------|--|--|-----------------------|
| Action on gender equality | Employee consultation   | Have you consulted with employees on issues concerning gender equality in your workplace?                                      | <input type="radio"/>  |                       |
|                           |                         | Employer action on pay equity  | Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)? | <input type="radio"/> |
|                           |                         | Gender pay gaps  | Do you have a formal policy and/or formal strategy on remuneration generally?  | <input type="radio"/> |
| Workplace overview        | Governing bodies        | Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?         | <input checked="" type="radio"/>   |                       |
|                           |                         | Does this organisation have a governing body?  | <input checked="" type="radio"/>   |                       |
|                           |                         | Has a target been set to increase the representation of women on this governing body?  | <input type="radio"/>  |                       |
|                           | Policies and strategies | Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas? | <input checked="" type="radio"/>   |                       |
|                           |                         | Do you have formal policy and/or formal strategy in place that support gender equality overall?                                | <input checked="" type="radio"/>   |                       |

# Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

| Section                    | Category                                | Question   | Yes<br>No                        |
|----------------------------|---|--|----------------------------------|
| Employee work/life balance | Flexible working                        | Do you have a formal policy and/or formal strategy on flexible working arrangements?   | <input type="radio"/>            |
| 0 of 1                     |   |  |                                  |
| Employee support           | Family or domestic violence             | Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?  | <input type="radio"/>            |
| 2 of 4                     |   |  |                                  |
|                            | Paid parental leave                     | Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme? | <input type="radio"/>            |
|                            | Sex-based harassment and discrimination | Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?  | <input checked="" type="radio"/> |
|                            | Support for carers                      | Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?  | <input checked="" type="radio"/> |

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| Section | Category | Question | Yes<br>No |
|---------|----------|----------|-----------|
|         |          |          |           |

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| Section | Category | Question | Yes<br>No |
|---------|----------|----------|-----------|
|         |          |          |           |

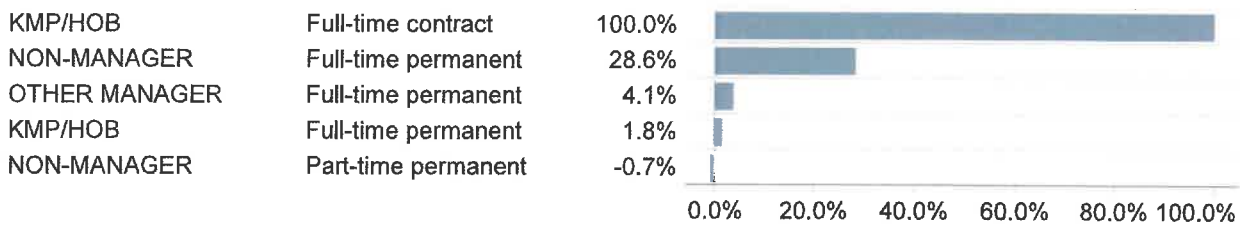
# Confidential workplace profile

This section uses the salary and remuneration data provided in your workplace profile to calculate your gender pay gaps. Percentages over 0% represent a pay gap in favour of men.

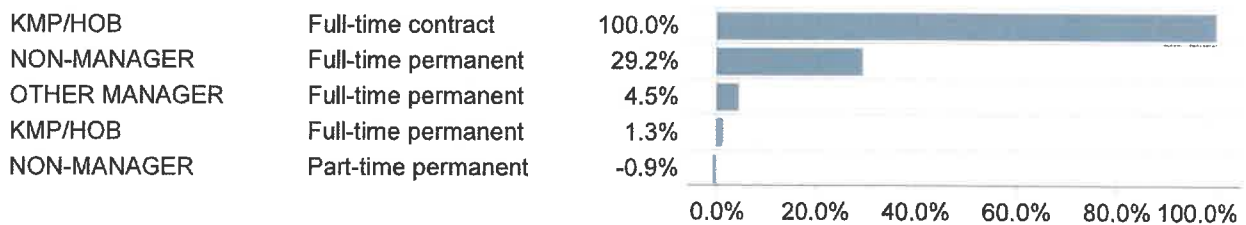
Your organisation-wide gender pay gap for total remuneration and the industry above is **-1.2%\***.

\* This figure includes all employees and data submitted in your workplace profile excluding your CEO (or equivalent). Employees reported as Gender X have been combined with women employees.

## Widest manager gender pay gaps for total remuneration



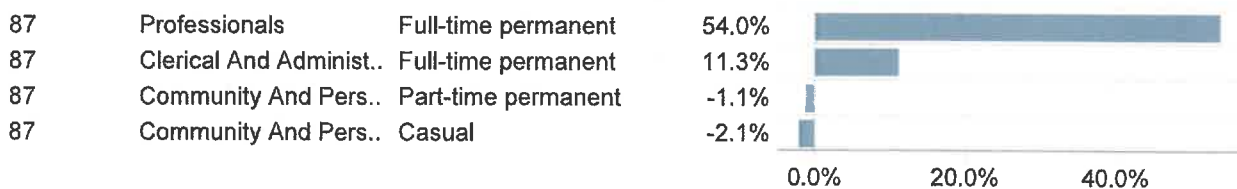
## Widest manager gender pay gaps for base salary



## Widest non-manager gender pay gaps for total remuneration



## Widest non-manager gender pay gaps for base salary



# CEO Sign-off

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I, the CEO, confirms the content of the workplace gender equality compliance submission is accurate and I approve its submission to WGEA

Name of CEO/Head of Business

**DARREN MATHEWSON**

CEO/head of business signature



## Appendix

The full details of your responses to each component of the compliance reporting program are available to review and download below. To access these, you will need to log in to the WGEA Portal using your myGovID.

1. **CEO Pro Forma for Corporate Group without Confidential Section**  
<https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Corporate+Group+without+Confidential+Section+%28Compliance%29>
2. **Questionnaire for Submission Group**  
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Questionnaire+for+Submission+Group+%28Compliance%29>
3. **Workplace Profile Table for Corporate Group**  
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Table+for+Corporate+Group+%28Compliance%29>
4. **Workforce Management Statistics Table for Corporate Group**  
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workforce+Management+Statistics+Table+for+Corporate+Group+%28Compliance%29>
5. **CEO Pro Forma for Corporate Group with Confidential Section**  
<https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Corporate+Group+with+Confidential+Section+%28Compliance%29>
6. **Workplace Profile Confidential Table for Corporate Group**  
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Confidential+Table+for+Corporate+Group+%28Compliance%29>