



## 2014-15 public report form submitted by Crown Melbourne Limited to the Workplace Gender Equality Agency

### Organisation and contact details

Legal name	Crown Melbourne Limited
ABN	46006973262
ANZSIC	9201 Casino Operation
Trading name/s ASX code (if relevant)	Crown Casino & Crown Ltd
Postal address	8 Whiteman Street
	SOUTHBANK VIC 3006
	Australia
Organisation	(03) 9292 8888
phone number	, ,
Ultimate parent	Crown Resorts Limited
Number of	6,876
employees covered	·
-	
report	
	ANZSIC Trading name/s ASX code (if relevant) Postal address  Organisation phone number Ultimate parent Number of employees covered in this report submission Other organisations reported on in this



Workplace profile

Manager

#### Total employees 15 0 00 75 27 No. of employees 52 Employment status Part-time permanent Part-time contract Full-time contract Part-time permanent Part-time permanent Part-time contract Full-time contract Part-time permanent Full-time permanent Full-time permanent Part-time permanent Part-time permanent Full-time permanent Full-time contract Full-time permanent Part-time permanent -ull-time permanent -ull-time permanent -ull-time permanen Part-time contract Part-time contract Part-time contract Full-time contract Part-time contract Full-time contract Part-time contract Full-time contract Full-time contract Casual Casual Casual Casual Casual Casual Casual Reporting level to CEO ņ ကု 0 1 ۲ ņ 4 Manager occupational categories Other executives/General managers CEO/Head of Business in Australia Key management personnel Senior Managers

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Date submitted: Unique report number: qy5yurnvmp

Manager occupational categories	Reporting level to CEO	Employment etates	100	No. c	No. of employees
	ODO OI INNO BININGAN	Employment status	4	M	Total employees
		Full-time permanent	0	5	2
		Full-time contract	0	3	3
	ဗု	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	50	112	162
		Full-time contract	2	4	6
Other managers	4	Part-time permanent	6	0	6
		Part-time contract	2	1	3
		Casual	0	0	0
		Full-time permanent	81	158	239
		Full-time contract	4	2	9
	ţ,	Part-time permanent	21		22
		Part-time contract	1	0	
		Casual	0	-	
Grand total: all managers			215	381	596



# Nón-manager

Non-manager occupational	Employment	No. of employees (ex appre	No. of employees (excluding graduates and apprentices)	No. of gr appli	No. of graduates (if applicable)	No. of ap appl	No. of apprentices (if applicable)	Total
Soundario	Sigins	E STATE	M	E	Σ	4	M	employees
	Full-time permanent	22	82	0	0	0	0	155
	Full-time contract	8	4	0	0	0	0	12
Professionals	Part-time permanent	11	1	0	0	0	0	12
	Part-time contract	ı	0	0	0	0	0	1
	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	105	0	0	0	_	106
	Full-time contract	0	3	0	0	0	0	3
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	825	1,371	0	0	0	0	2,196
	Full-time contract	38	10	0	0	0	0	48
Community and personal service	Part-time permanent	821	1,026	0	0	0	0	1,847
	Part-time contract	44	9	0	0	0	0	50
	Casual	451	490	0	0	0	0	941
	Full-time permanent	65	18	0	0	0	0	83
	Full-time contract	18	1	0	. 0	0	0	19
Clerical and administrative	Part-time permanent	10	1	0	0	0	0	W 11 11 11
	Part-time contract	2	0	0	0	0	0	2
	Casual	3	0	0	0	0	0	3
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0

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Non-manager occupational	Employment	No. of employees (ex appre	No. of employees (excluding graduates and apprentices)	No, of gr appli	No. of graduates (if applicable)	No. of ap	No. of apprentices (if applicable)	Total
carcionica	status	<b>.</b>	M	4	¥	Ц	Σ	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	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
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	167	397	1	0	7	15	587
	Full-time contract	8	14	0	0	0	0	22
Others	Part-time permanent	37	26	0	0	0	0	63
	Part-time contract	3	0	0	0	0	0	m
	Casual	41	74	0	0	0	0	115
Grand total: all non-managers		2,631	3,625	1 vin	0	7	16	6.280





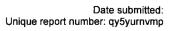
### Reporting questionnaire

No, currently under development No, insufficient human resources staff

No, don't have expertise

☐ No, not a priority

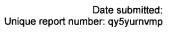
Gender equality indicator 1: Gender composition of workforce Note: Additional help can be accessed by hovering your cursor over question text. Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to: Recruitment? ☐ Standalone policy Policy is 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 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 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 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







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
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
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, 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
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
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:  The recent establishment and roll-out of Crown's Australian Resorts Classification Framework was used to assist in slotting positions aligned to the WGEA criteria. Crown's Australian Resorts Classification Framework was completed in FY15 to optimise our approach to pay decisions, and to harmonise the distinction between career and salary levels across our properties. The new framework provides:  - A rigorous framework that delivers defensible pay outcomes;  - A consistent application of logic recognising relativities across positions to ensure the establishment and maintenance of internal pay equity ensuring like for like and level by level consistency; and  - A system which not only supports pay outcomes, but also identifies career, training and associated development pathways within Crown.  From this new framework, we will conduct a full pay equity analysis and address any issues, including any that relate to gender equality.
1.12 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
<ul> <li>Does your organisation, or any organisation you are reporting on, have a governing body/board?</li> <li>✓ Yes</li> <li>☐ No</li> </ul>
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the year the target is to be reached.
IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the ' Year to be reached' column.
Organisation NUMBER (NOT percentage) of chairperson/s (enter a (in YYYY))  Gender and NUMBER (NOT percentage) of other board members (enter a (in YYYY))





			М	F	M	number from 0-100)	target has been set, leave blank)
1	Crown Resorts	0	1	2	8	0	
2							
3							
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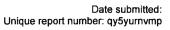


29							
30							
tick t	organisation list the box confirm	ted as ha ing this i	aving a go s an accu	overning b rate NUM	ody/board BER, and I	body/board mem in the table in que NOT a PERCENT not percentages.	estion 2.1, please FAGE.
	en has not bee	en set, yo has gen developr an resou rtise	ou may sp der balan nent rces staff	ecify why ce (e.g. 4	below: 0% women	elating to the repi /40% men/20% e details why):	
⊠ C	lot a priority Other (provide d Crown Resorts 2013.		get of at le	east 2 fem	nale board i	members and this	s was achieved ir
2.3 body	/board member					election strategy for streets of the street of the streets of the street of the stree	or governing
_	☐ Standald	containe one strate	ed within a	another po	•		
	lo lo, in place for s lo, currently und lo, insufficient h	some gov der deve uuman re	verning bo lopment sources s	odies staff			
□N	lo, do not have lo, don't have e lo, not a priority	xpertise	ver board	d appointn	nents (prov	ide details why):	
COLUMN TO SERVICE STATE OF THE PERSON SERVICE STATE STATE OF THE PERSON SERVICE STATE STAT	o, not a phonty o other (provid		۸٠				

2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.

	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

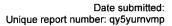
2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:







Standalone policy	Gender equality indicator 3: Equal remuneration between women and men
Policy is contained within another policy   Standalone strategy	⊠ Yes
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 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, on-award employees are paid market rate No, non-award employees are paid market rate No, onther (provide details): Crown Resorts has a combination of employees paid by Awards, Enterprise Agreement, or non-Award and non-Enterprise Agreement employees are paid at the 50th percentile of the market rate. There are also formal and defined procedures for remuneration practice, and full documentation on all decisions.  4 Has a gender remuneration gap analysis been undertaken?  Yes. When was the most recent gender remuneration gap analysis undertaken?  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 no 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	☐ Policy is contained within another policy
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	☐ Strategy is contained within another strategy ☐ No
No, don't have expertise	☐ No, insufficient human resources staff
No, not a priority   No, other (provide details):  3.1	<ul> <li>No, don't have expertise</li> <li>No, salaries set by awards or industrial agreements</li> </ul>
3.1 Are specific gender pay equity objectives included in your formal policy 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): Crown Resorts has a combination of employees paid by Awards, Enterprise Agreement, or non-Award and non-Enterprise Agreement employees are paid at the 50th percentile of the market rate. There are also formal and defined procedures for remuneration practice, and full documentation on all decisions.  Has a gender remuneration gap analysis been undertaken? Yes. When was the most recent gender remuneration gap analysis undertaken? Within last 12 months Within last 12 wonths 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
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, not a priority No, other (provide details): Crown Resorts has a combination of employees paid by Awards, Enterprise Agreement, or non-Award and non-Enterprise Agreement employees are paid at the 50th percentile of the market rate. There are also formal and defined procedures for remuneration practice, and full documentation on all decisions.  4 Has a gender remuneration gap analysis been undertaken?  Yes. When was the most recent gender remuneration gap analysis undertaken?  Within last 12 months Within last 12 years More than 2 years ago but less than 4 years ago Other (provide details):  No, on'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	Tro, outor (provide detaile).
Yes (provide details in questions 3.2 and/or 3.3 below)   No	
<ul> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, salaries set by awards or industrial agreements</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> <li>No, other (provide details):</li></ul>	Yes (provide details in questions 3.2 and/or 3.3 below)
<ul> <li>No, salaries set by awards or industrial agreements</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> <li>No, other (provide details):</li></ul>	No, insufficient human resources staff
<ul> <li>No, not a priority</li> <li>No, other (provide details):         <ul> <li>Crown Resorts has a combination of employees paid by Awards, Enterprise Agreement, or non-Award and non-Enterprise Agreement employees are paid at the 50th percentile of the market rate. There are also formal and defined procedures for remuneration practice, and full documentation on all decisions.</li> </ul> </li> <li>Has a gender remuneration gap analysis been undertaken?         <ul> <li>Yes. When was the most recent gender remuneration gap analysis undertaken?</li> <li>Within last 12 months</li> <li>Within last 12 years</li> <li>More than 2 years ago but less than 4 years ago</li> <li>Other (provide details):</li> </ul> </li> <li>No, on't have expertise</li> <li>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)</li> <li>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)</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> </ul>	No, salaries set by awards or industrial agreements
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<ul> <li>✓ Yes. When was the most recent gender remuneration gap analysis undertaken?         <ul> <li>✓ Within last 12 months</li> <li>✓ Within last 1-2 years</li> <li>✓ More than 2 years ago but less than 4 years ago</li> <li>✓ Other (provide details):</li> </ul> </li> <li>✓ No         <ul> <li>✓ No, currently under development</li> <li>✓ No, insufficient human resources staff</li> <li>✓ No, don't have expertise</li> <li>✓ 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)</li> <li>✓ 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)</li> <li>✓ No, non-award employees are paid market rate</li> <li>✓ No, not a priority</li> </ul> </li> </ul>	Crown Resorts has a combination of employees paid by Awards, Enterprise Agreement, or non-Award and non-Enterprise Agreement employees are paid at the 50th percentile of the market rate. There are also formal and defined procedures for remuneration practice,
<ul> <li>Within last 1-2 years</li> <li>More than 2 years ago but less than 4 years ago</li> <li>Other (provide details):</li> </ul> No <ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>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) <ul> <li>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)</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> </ul> </li></ul>	
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<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>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)</li> <li>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)</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> </ul>	
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increases can occur with some discretion such as performance assessments)  No, non-award employees are paid market rate  No, not a priority	☐ No, salaries for SOME or ALL employees (including managers) are set by awards or
☐ No, not a priority	increases can occur with some discretion such as performance assessments)
	☐ No, not a priority

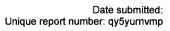






☐ Yes, one week or greater

Should you wish to provide details on the type of gender remuneration gap analysis 4.01 that has been undertaken (for example like-for-like, organisation-wide), please do so below: 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 to the board Reported pay equity metrics to the executive 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 priority No, other (provide details): 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 Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? ☐ Yes ⊠ 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): Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?

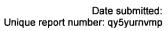






<ul> <li>Yes, less than one week</li> <li>No</li> <li>No, currently being considered</li> <li>No, insufficient human resources staff</li> <li>No, government scheme is sufficient</li> <li>No, don't know how to implement</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul> 7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?						
	(paid and/or unpaid	d) during the p	ast reporting period	?		
	Primary carer Female	Male	Secondary ca Female	Male		
Managers	15	0	0	10		
Non-managers	101	0	6	76		
leave?		oforce has acc	ess to employer fun			
Primary carer's leave Secondary carer's leave						
% 0 0						
<ul><li>✓ Yes</li><li>☐ Standalone</li><li>✓ Policy is con</li><li>☐ Standalone</li></ul>	policy ntained within anoth strategy contained within an development an resources staff cplace agreement irtise le arrangements	her policy	on flexible working a	rrangements?		
caring responsibilities?  Yes  Standalone Policy is cor Standalone	caring responsibilities?					
No No, currently under on No, insufficient human No, included in work No, don't have expension No, don't offer flexib No, not a priority No, other (provide definition No)	an resources staff place agreement rtise le arrangements	omer strategy				

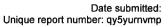
Do you have any non-leave based measures to support employees with family and caring responsibilities?







⊠ Yes  □ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
<ul><li>No, not a priority</li><li>No, other (provide details):</li></ul>
140, other (provide details),
11.1 To understand where these measures are available, do you have other worksites in addition to your head office?
□ No
11.2 Please indicate what measures are in place and in which worksites they are available
(if you do not have multiple worksites, you would select 'Head office only'):
Employer subsidised childcare
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
☐ On-site childcare ☐ Head office only
☐ Other worksites only
Head office and some other worksites
All worksites including head office
□ Breastfeeding facilities
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office ☐ Childcare referral services
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
Internal support network for parents
Head office only
☐ Other worksites only
<ul> <li>☐ Head office and some other worksites</li> <li>☐ All worksites including head office</li> </ul>
Return to work bonus
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
Information packs to support new parents and/or those with elder care responsibilities
☐ Head office only ☐ Other worksites only
☐ Head office and some other worksites
☐ All worksites including head office
Referral services to support employees with family and/or caring responsibilities
☐ Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
☐ Targeted communication mechanisms, for example intranet/forums ☐ Head office only
☐ Other worksites only
Head office and some other worksites



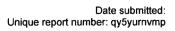




<ul> <li>☒ All worksites including head office</li> <li>☒ None of the above, please complete question 11.3 below</li> </ul>
11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:
Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?  Yes  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 expertise No, not a priority No, other (provide details):
Other than a policy 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  Access to leave  Training of human resources (or other) staff Referral to support services  Other (provide details):  Chaplaincy service onsite, trained personnel who have provided liaison with police in regards to legal measures, and we provide a safe and secure workplace through training Security staff on how to handle these situations.  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):

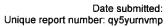
	Managers					Non-managers			
	Female		Male		Female		Male		
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal	
Flexible hours of work			$\boxtimes$			$\boxtimes$			
Compressed working weeks			$\boxtimes$						
Time-in-lieu	$\boxtimes$				$\boxtimes$		$\boxtimes$		
Telecommuting									
Part-time work	$\boxtimes$		$\boxtimes$		$\boxtimes$		$\boxtimes$		







	Managers Female Male				Non-managers Female Male			
				Informal				
Job sharing								×
Carer's leave								
Purchased leave					$\boxtimes$		×	
Unpaid leave					$\boxtimes$		×	
your employees, Crown Melbourn have their rosters different time to e responsibilities.  14.2 Where e employees for ar Currently und Insufficient hu Don't have ex Not a priority Other (provide	you may be provided a mender one of the care of the care development of the care development of the care details):  You wish to indicator 4 delation to care of the care of th	provide def a a couples d to allow the member of at terms, co ategories li presse de provide ac please de question 11	dails of the roster whem to be of the employed anditions of sted above dditional in o so below .2, over 9	nereby emple either rost ployee coup or practices ye, you may information v: 95% of emp	loyee cou ered on a ble is at ho are not a r specify w	ples are ab the same ome for car vailable to why below:	ole to requitime, or a ring your	est to t
	u consulted ed (provided at human resexpertised rity	e details wheesources s	ny):	n issues cor	ncerning g	ender equ	ality in you	ır
15.1 How did workplace (more Survey Consultative of Focus groups Exit interviews Performance of Other (provide	than one committee	option can		n issues coi ed)?	ncerning ç	gender equ	ality in yo	ur

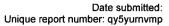






As well as through our Crown Employee Consultative Committee, we have held sessions with Human Resources employees to address the issues and educate them specifically on the WGEA Report and Compliance.

15.2 What categories of employees did you consult?  ☐ All staff ☐ Women only ☐ Men only ☐ Human resources managers ☐ Management ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ Women and men who have resigned while on parental leave ☐ Other (provide details):
15.3 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 or formal strategy on sex-based harassment and discrimination prevention?  Yes  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 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

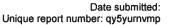






Other (provide details):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
17.1 Should you wish to provide additional information on any of 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.)







### **Notification and access**

List of employee organisations

United Voice Union,

Electrical Trades Union,

Plumbing Trades Employees Union, and Construction Forestry Mining & Energy Union.

### **CEO** sign off confirmation

Name of CEO or equivalent

Barry Felstead

Confirmation CEO has signed the report

Yes

**CEO Signature:** 

Date: 25 | 5 | 2015