



### Public report

2017-18

Submitted by

Legal Name: Crown Resorts Limited







#### Organisation and contact details

Submitting organisation details	Legal name	Crown Resorts Limited
	ABN	39125709953
	ANZSIC	R Arts and Recreation Services 9201 Casino Operation
	Business/trading name/s	Crown Resorts Limited
	ASX code (if applicable)	CWN
	Postal address	8 Whiteman Street SOUTHBANK VIC 3006 AUSTRALIA
	Organisation phone number	92927308
Reporting structure	Ultimate parent	Crown Resorts Limited
	Number of employees covered by this report	12,054





#### All organisations covered by this report

Crown Resorts Limited
Crown Perth
Crown Casino & Crown Ltd



# Workplace profile

### Manager

Monday Indiana London	CTC of level miles			No.	No. of employees
managel occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	0	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	0		2
		Full-time contract	0	0	0
	-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Kay managamant nareannal		Casual	0 ]	0	0
		Full-time permanent	1	4	9
		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	1 1	12	13
		Full-time contract	0	0	0
	7	Part-time permanent	0 <b> </b>	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	4	6
		Full-time contract	0	0	0
Other executives/General managers	-2	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	9	56	32
		Full-time contract	0	2	2
	9	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0



Full-time permanent					No.	No. of employees
Full-time contract	Manager occupational categories	Reporting level to CEU	Employment status	F		Total employees
Tell-time contract			Full-time permanent	9	80	14
Part-time permanent			Full-time contract	0	0	0
Casual		ę	Part-time permanent	0	0	0
Casual			Part-time contract	0	0	0
Full-time permanent   10			Casual	0	0	0
Full-time contract			Full-time permanent	10	14	24
Part-time permanent			Full-time contract	0	0	0
Part-time contract	Senior Managers	4	Part-time permanent	0	0	0
Casual         Casual         0           Full-time permanent         22           Full-time contract         1           Casual         0           Full-time contract         0           Full-time contract         0           Full-time contract         1           Casual         0           Full-time contract         0           Casual         0           Full-time contract         2           Casual<			Part-time contract	0	0	0
Full-time permanent	•		Casual	0	0	0
Full-time contract			Full-time permanent	22	63	85
Part-time permanent			Full-time contract	8	4	12
Part-time contract		-5	Part-time permanent	3	2	
Casual Eul-time permanent			Part-time contract	1	0	
Full-time permanent			Casual	0	0	0
Full-time contract			Full-time permanent	9	80	14
-5 Part-time permanent 2  Part-time contract 1  Casual  Full-time contract 6 Full-time contract 1 Part-time permanent 65 Full-time contract 1 Casual  Full-time contract 0 Casual  Full-time contract 0 Casual  Full-time contract 0 Casual  Full-time permanent 50 Full-time contract 0 Casual  Full-time contract 0 Casual  Full-time permanent 50 Full-time contract 0 Casual  Full-time permanent 50 Full-time permanent 50 Full-time contract 2 Casual Casual 6 Full-time contract 2 Casual 7 Full-time permanent 4 Full-time permanent 7 F			Full-time contract	0	0	0
Part-time contract		\$-	Part-time permanent	2	0	2
Casual         Contract         0           -6         Full-time permanent         65           Full-time contract         1           Part-time permanent         1           Casual         0           Full-time permanent         23           Full-time permanent         23           Full-time permanent         9           Full-time permanent         0           Full-time permanent         4           Full-time permanent         4           Part-time contract         2           Full-time permanent         4           Part-time contract         2           Casual         0           Part-time contract         2           Casual         0           Part-time contract         2           Casual         0           Part-time contract         2			Part-time contract	1	0	TOTAL STREET,
Full-time permanent         65           Full-time contract         1           Part-time contract         1           Casual         0           Full-time permanent         23           Full-time contract         0           Part-time contract         0           Casual         0           Full-time contract         0           Full-time contract         0           Full-time contract         2           Part-time contract         2           Part-time permanent         4           Part-time contract         2           Part-time contract         2           Part-time contract         2           Part-time contract         2           Casual         0           Part-time contract         2           Casual         0           Part-time contract         2           Casual         0			Casual	0	0	0
Full-time contract			Full-time permanent	65	149	214
Part-time permanent			Full-time contract	1	11	12
Part-time contract		φ	Part-time permanent	1	0	
Casual         Casual         0           Full-time permanent         23           Full-time contract         1           -7         Part-time permanent         9           Casual         0           Full-time permanent         50           Full-time permanent         4           Part-time contract         2           Casual         4           Part-time contract         2           Casual         0           Full-time permanent         4           Casual         0           Full-time permanent         15			Part-time contract	1	0	
Full-time permanent       23         Full-time contract       1         -7       Part-time permanent       9         Part-time contract       0         Casual       0         Full-time permanent       50         Part-time permanent       4         Part-time contract       2         Casual       0         Casual       0         Full-time permanent       15			Casual	0	0	0
Full-time contract       1         Part-time permanent       9         Part-time contract       0         Casual       0         Full-time permanent       2         Part-time permanent       4         Part-time contract       2         Casual       0         Full-time permanent       15	Other managers		Full-time permanent	23	82	105
Part-time permanent         9           Part-time contract         0           Casual         0           Full-time permanent         2           Part-time permanent         4           Part-time contract         2           Casual         0           Full-time permanent         15			Full-time contract	F	3	4
Part-time contract       0         Casual       0         Full-time permanent       2         Part-time permanent       4         Part-time contract       2         Casual       0         Full-time permanent       15		2-	Part-time permanent	6	-	10
Casual         0           Full-time permanent         50           Full-time contract         2           Part-time permanent         4           Part-time contract         2           Casual         0           Full-time permanent         15			Part-time contract	0	0	0
Full-time permanent       50         Full-time contract       2         Part-time permanent       4         Part-time contract       2         Casual       0         Full-time permanent       15			Casual	0	0	0
Full-time contract       2         Part-time permanent       4         Part-time contract       2         Casual       0         Full-time permanent       15			Full-time permanent	50	84	134
Part-time permanent 4 Part-time contract 2 Casual 0			Full-time contract	2	2	4
Part-time contract 2  Casual 0  Full-time permanent 15		φ	Part-time permanent	4	2	9
Casual 0 Full-time permanent 15			Part-time contract	2	0	2
Full-time permanent 15			Casual	0	0	0
		6-	Full-time permanent	15	24	39



Manager occupational categories	Populing lovel to CEO	or state become of and		No. of er	mployees
	ming level	Chiphoyment status	4	W. W.	Total employees
		Full-time contract	2	1	3
		Part-time permanent	9	0	9
		Part-time contract	0	0	0
		Casual	0	0	0
Srand total: all managers			57 10 B B S	The second	Orth Son State of



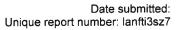
# Workplace profile

## Non-manager

		No. of employees (excluding	yees (excluding graduates and apprentices)	No. of graduates (if applicable)	(if applicable)	No. of apprentices (if applicable)	s (if applicable)	1000
Northilailagel occupational categories	Chippoyilleni status		W	Э .	M	] - A	W	i oral employees
	Full-time permanent	208	189	0	0	0	0	397
	Full-time contract	33	6	0	0	0	0	42
Professionals	Part-time permanent	37	5	0	0	0	0	42
	Part-time contract	3	0	0	0	0	0	3
	Casual	. 5	3	0	0	0	0	8
	Full-time permanent	30.	230	0	0	0	0	260
	Full-time contract	0	2	0	0	0	0	2
Technicians and trade	Part-time permanent	42	29	0	0	0	0	7.1
	Part-time contract	0	0	0	0	0	0	0
	Casual	52	98	0	0	0	0	138
	Full-time permanent	096	1,867	0	0	0	0	2.827
	Full-time contract	41	31	0	0	0	0	72
Community and personal service	Part-time permanent	1,572	1,984	0	0	0	0	3,556
	Part-fime contract	127	06	0	0	0	0	217
	Casual	1,074	1,002	0	0	0	0	2,076
	Full-time permanent	107	49	0	0	0	0	156
	Full-time contract	11	9	0	0	0	0	16
Clerical and administrative	Part-time permanent	28	8	0	0	0	0	36
	Part-time contract	3	0	0	0	0	0	3
	Casual	23	9	0	0	0	0	29
	Full-time permanent	57	19	0	0	0	0	76
	Full-time contract	1	0	0	0	0	0	
Sales	Part-time permanent	8	2	0	0	0	0	10
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	2	24	0	0	0	0	26
	Full-time contract	0	1	0	0	0	0	
Machinery operators and drivers	Part-time permanent	0	3	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	2	0	0	0	0	2



poisonate femalical concurrent roll	Employment atable	No. of employees (excluding g	graduates and apprentices)	No. of graduates	(if applicable)	No. of apprentices	(if applicable)	
Non-manager occupational categories	Chipioyineni status	¥	M	Ł	M	1	W	l oral employees
	Full-time permanent	19	82	0	0	0	0	101
	Full-time contract	0	1	0	0	0	0	1
Labourers	Part-time permanent	5	13	0	0	0	0	18
	Part-time contract	0	0	0	0	0	0	0
	Casual	13	89	0	0	0	0	102
	Full-time permanent	222	371	] 0	0	0	0	593
the column of	Full-time contract	28	34	0	0	0	0	62
Others	Part-time permanent	139	132	0	0	0	0	271
	Part-time contract	2	2	0	0	0	0	4
	Casual	18	44	0	0	0	0	62
Grand total: all non-managers		4,870	6,414	0	0	0	0	11.284







#### Reporting questionnaire

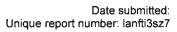
#### Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

#### NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2017 to 31 March 2018. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	<ul> <li>Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.2	Retention
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.3	Performance management processes
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>







1.4	Promotions
	<ul> <li>Yes (select all applicable answers)</li></ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>Yes (select all applicable answers)</li></ul>
1.6	Succession planning
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☑ Currently under development, please enter date this is due to be completed</li> <li>Crown Resorts are currently drafting their Gender Action Plan which will include targets relating to gender equality which will be completed within the next financial year (F19).</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.9	Gender equality overall
	<ul> <li>✓ Yes (select all applicable answers)         <ul> <li>Policy</li> <li>Strategy</li> </ul> </li> <li>No (you may specify why no formal policy or formal strategy is in place)         <ul> <li>Currently under development, please enter date this is due to be completed</li> <li>Insufficient resources/expertise</li> </ul> </li> </ul>





■ Not a priority

1.10 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	17	32	82	140
Permanent/ongoing part-time employees	0	0	20	25
Fixed-term contract full-time employees	3	0	2	5
Fixed-term contract part-time employees	0	0	5	3
Casual employees	0	0	7	18

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

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

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	30	44
Number of appointments made to NON-MANAGER roles (including promotions)	982	1115

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

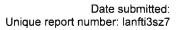
Mana	gers	Non-ma	nagers
Female	Male	Female	Male
28	60	488	644
0	0	110	121
0	3	29	31
0	0	17	27
0	0	202	171
	Female 28 0 0 0 0	28 60 0 0 0 3 0 0	Female         Male         Female           28         60         488           0         0         110           0         3         29           0         0         17

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

#### Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

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



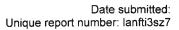




2.1	Please answer the following questions Note: If this report covers more than o organisation before proceeding to que If your organisation's governing body organisation's name BUT the numerica	ne organisation, the questions below stion 2.2. is the same as your parent entity's, yo	will be repeated for each	
2.1a.1	Organisation name? Crown Resorts Limited			
2.1b.1	How many Chairs on this governing bo	ody?		
	Number	Female 0	Male 1	
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?	
		Female	Male	
	Number	1	7	
2.1d.1	1 Has a target been set to increase the representation of women on this governing body?  ☐ Yes ☐ No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): ☐ Not a priority ☐ Other (provide details): ☐ Currently a focus and is reported on however specific targets are yet to be set.			
2.1g.1	Are you reporting on any other organis	sations in this report?		
	☐ Yes ☑ No			
2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for AL organisations covered in this report?			
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☐ Policy</li> </ul>			
	<ul> <li>Strategy</li> <li>No (you may specify why no formal selection policy or formal selection strategy is in place)</li> </ul>			
	☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed			
<ul> <li>☐ Insufficient resources/expertise</li> <li>☐ Do not have control over governing body appointments (provide details why)</li> </ul>				
	☐ Not a priority ☐ Other (provide details):			

Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?

2.3





3.



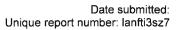
	Yes
$\boxtimes$	No

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

#### Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

⊠ Ye	es (select all applicable answers)  Policy
□ No	Strategy o (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
3.1	Yes (provide details in question 3.2 below)  ☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)  ☐ Currently under development, please enter date this is due to be completed  ☐ Salaries set by awards/industrial or workplace agreements  ☐ Insufficient resources/expertise  ☐ Non-award employees paid market rate  ☐ Not a priority  ☐ Other (provide details):
3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
	<ul> <li>□ To achieve gender pay equity</li> <li>☑ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)</li> <li>□ To be transparent about pay scales and/or salary bands</li> <li>□ To ensure managers are held accountable for pay equity outcomes</li> <li>□ To implement and/or maintain a transparent and rigorous performance assessment process</li> </ul>
	Other (provide details):  Crown is working now on identifying and addressing any pay equity difference in like for like roles. External analysis and validation is being sought to enable this. The data published here indicates an overall pay gap which is representative of the higher proportion of men in executive management roles rather than a like for like comparison. Work is also continuing towards stronger representation of women in executive management.
Have cond	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
⊠ Ye	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago

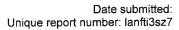






room fo	□ Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations) □ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and the
	m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)    Non-award employees paid market rate   Not a priority   Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	Crown is working now on identifying and addressing any pay equity difference in like for like roles. External analysis and validation is being sought to enable this. The data published here indicates an overall pay gap which is representative of the higher proportion of men in executive management roles rather than a like for like comparison. Work is also continuing towards stronger representation of women in executive management.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	<ul> <li>✓ Yes – indicate what actions were taken (select all applicable answers)</li> <li>✓ Created a pay equity strategy or action plan</li> <li>Identified cause/s of the gaps</li> <li>✓ Reviewed remuneration decision-making processes</li> <li>✓ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</li> <li>✓ Analysed performance pay to ensure there is no gender bias (including unconscious bias)</li> <li>☐ Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>☐ Set targets to reduce any like-for-like gaps</li> <li>☐ Set targets to reduce any organisation-wide gaps</li> <li>☐ Reported pay equity metrics (including gender pay gaps) to the governing body</li> <li>☑ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>☐ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>☐ Reported pay equity metrics (including gender pay gaps) externally</li> <li>☐ Corrected like-for-like gaps</li> <li>☐ Conducted a gender-based job evaluation process</li> <li>☐ Implemented other changes (provide details):</li> <li>☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis)</li> <li>☐ No unexplainable or unjustifiable gaps identified</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Non-award employees are paid market rate</li> <li>☐ Unable to address cause/s of gaps (provide details why):</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities







This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5.	A "Pi great	RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
	Do vo	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	time of indications of time of	is. (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
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		12
5a.	carer	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
		e (12) weeks paid leave for eligible primary carers to top-up the existing Federal Government's parental pay scheme.
	5.2	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.    <10%
		□ 81-90% ☑ 91-99% □ 100%





A "SECONDARY CA	RER" is a member o	of a couple or a sin	gle carer, REGARDLESS	OF GENDER, who is not the
Do you provide EMI			or SECONDARY CARER: we scheme for secondar	S that is available for men and y carers?
No, we offer paid  No (you may spec  ☐ Currently to ☐ Insufficient	parental leave for SE( ify why employer fund inder development, pit resources/expertise nt scheme is sufficientity	CONDARY CARER: ded paid parental lea lease enter date this	S that is available to men ( S that is available to wome ave for secondary carers is is due to be completed	
	eave are provided (e			ONDARY CARERS? If different INIMUM number of days provide
10				
			nation on your paid pare ny have in place etc, plea	ntal leave for SECONDARY ase do so below.
Two (2) weeks / 10 w Government's parent			ary carers to top-up the ex	kisting Federal
6.2 What proport CARERS?	tion of your total wo	rkforce has access	to employer funded pai	d parental leave for SECONDAR
• In you	r calculation, you M	UST INCLUDE CAS	SUALS when working ou	t the proportion.
□ <10 □ 10- □ 21- □ 31- □ 41- □ 51- □ 61- □ 71- □ 81- ⊠ 91-	20% 30% 40% 50% 60% 70% 80% 99%			
□ 100	)% ERS have taken pare			l and/or unpaid)? Include
		rer's leave		carer's leave
Manager	Female	Male	Female	Male
Managers	21	0	1	1

7.1	How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)?
	Include employees still on parental leave, regardless of when it commenced.

	Primary ca	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male	
Non-managers	285	3	5	48	





8.	How many MANAGERS, during the reporting period, ceased employ	ment before returning to work from parental
	leave, regardless of when the leave commenced?	

Include those where parental leave was taken continuously with any other leave type. For example, where

annual leave or any other paid or unpaid leave is also taken at that time.

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

	Female	Male
Managers	3	0

How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced? 8.1

Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.

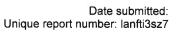
• 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	33	1

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	<ul> <li>Yes (select all applicable answers)</li> <li>☑ Policy</li> <li>☐ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Don't offer flexible arrangements</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☑ Policy</li> <li>☑ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☑ Currently under development, please enter date this is due to be completed</li> <li>☑ Insufficient resources/expertise</li> <li>☑ Included in award/industrial or workplace agreement</li> <li>☑ Not a priority</li> <li>☑ Other (provide details):</li> </ul>
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	<ul> <li>Yes</li> <li>No (you may specify why non-leave based measures are not in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
	44.4 Diversity of the second manhorisms are in place and if they are available at all worksites

Please select what support mechanisms are in place and if they are available at all worksites.

Where only one worksite exists, for example a head-office, select "Available at all worksites".







	☐ Available at all worksites
	☐ On-site childcare
	Available at some worksites only
	☐ Available at all worksites ☑ Breastfeeding facilities
	☐ Available at all worksites
	☐ Childcare referral services
	Available at some worksites only
	Available at all worksites
	☐ Internal support networks for parents
	Available at some worksites only
	when an employee returns from leave)
	Available at some worksites only
	Available at all worksites
	☑ Information packs to support new parents and/or those with elder care responsibilities
	Available at all worksites
	Referral services to support employees with family and/or caring responsibilities
	☐ Available at all worksites  ☐ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	Available at all worksites
	☐ Support in securing school holiday care
	Available at some worksites only
	Available at all worksites
	<ul> <li>☐ Coaching for employees on returning to work from parental leave</li> <li>☐ Available at some worksites only</li> </ul>
	☐ Available at some worksites only
	☐ Parenting workshops targeting mothers
	☐ Available at some worksites only
	Available at all worksites
	☐ Parenting workshops targeting fathers
	☐ Available at some worksites only
	☐ Available at all worksites
	☐ None of the above, please complete question 11.2 below
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	☐ Yes (select all applicable answers)
	⊠ Policy Strategy
	☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements
	☐ Not aware of the need
	Not a priority
	Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	☑ 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



14.



Whei		ve (not contained in and domestic violence sup rediscrimination based divance bonus payment ace tor or nurse)  nechanisms are in place enter date this is due	port services for on the disclosure or advanced pa e) to be completed	place agreeme expert advice e of domestic v	iolence		
AND	men? flexible hours of work						
	compressed working weeks						
•	time-in-lieu						
	telecommuting part-time work						
	job sharing						
•	carer's leave						
•	purchased leave unpaid leave.						
For e	ns may be offered both formally and/or xample, if time-in-lieu is available to wo	r informally. omen formally but to r	men informally,	you would se	lect NO.		
For e	xample, if time-in-lieu is available to wo s, the option/s in place are available to bo s, some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean th	omen formally but to in the women and men. the women AND men. the available? Please tice	k the related cl	neckboxes.	lect NO.		
For e	example, if time-in-lieu is available to wo see, the option/s in place are available to bo see, some/all options are not available to bot  Which options from the list below are	omen formally but to in the women and men. In women AND men. In women available? Please tick is option is NOT available.	k the related cl	neckboxes. nployees.	lect NO.		
For e	example, if time-in-lieu is available to wo see, the option/s in place are available to bo see, some/all options are not available to bot  Which options from the list below are	omen formally but to in the women and men. In women AND men. In women available? Please tick is option is NOT available.	k the related cl lable to your en	neckboxes. nployees.			
For e	example, if time-in-lieu is available to wo see, the option/s in place are available to bo see, some/all options are not available to bot  Which options from the list below are	omen formally but to in th women and men. h women AND men. e available? Please tic is option is NOT avail	k the related cl lable to your en	neckboxes. nployees. Non-m	nanagers		
For e	xample, if time-in-lieu is available to wo s, the option/s in place are available to bo s, some/all options are not available to bot Which options from the list below are Unticked checkboxes mean th	omen formally but to not have any men.  A women AND men.  A available? Please tick  is option is NOT avail  Man  Formal	the related clable to your en	neckboxes. nployees. Non-m Formal	nanagers Informal		
For e	xample, if time-in-lieu is available to wo s, the option/s in place are available to bo s, some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean th	e available? Please tic is option is NOT avail	the related clable to your enagers	neckboxes. nployees. Non-m Formal	nanagers Informal		
For e	example, if time-in-lieu is available to wo	omen formally but to reth women and men. h women AND men. e available? Please tic is option is NOT avail  Man Formal	ek the related clable to your enagers	neckboxes. nployees.  Non-m Formal	nanagers Informal		
For e	es, the option/s in place are available to wo se, the option/s in place are available to bo so, some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean th  Flexible hours of work Compressed working weeks Time-in-lieu	enth women and men. h women AND men. e available? Please tic is option is NOT avail  Man  Formal	k the related clable to your enagers Informal	neckboxes. nployees.  Non-m Formal	nanagers Informal		
For e	xample, if time-in-lieu is available to wo	e available? Please tide is option is NOT available?	k the related clable to your en	neckboxes. nployees.  Non-m Formal	nanagers Informal		
For e	xample, if time-in-lieu is available to wo	e available? Please tic is option is NOT avail	the related clable to your enagers Informal	neckboxes. nployees.  Non-m Formal	Innagers Informal		
For e	es, the option/s in place are available to wo ses, the option/s in place are available to bo some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean th  Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave	e available? Please tic is option is NOT avail	agers Informal	neckboxes. nployees.  Non-m Formal	Innagers Informal		
For e	xample, if time-in-lieu is available to wo	emen formally but to reth women and men. h women AND men. e available? Please tick is option is NOT available.  Man Formal	agers Informal	Non-m Formal	anagers Informal		
For e	es, the option/s in place are available to wo ses, the option/s in place are available to bo some/all options are not available to bot  Which options from the list below are Unticked checkboxes mean th  Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave	e available? Please tic is option is NOT avail	agers Informal	neckboxes. nployees.  Non-m Formal	anagers Informal		





14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

#### Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

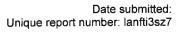
This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have you consulted with employees on issues concerning gender equality in your workplace?			
	⊠ Ye □ No	ls  (you may specify why you have not consulted with employees on gender equality)  Not needed (provide details why):  Insufficient resources/expertise  Not a priority  Other (provide details):		
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?  Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):		
	15.2	Who did you consult?  ☐ All staff ☐ Women only ☐ Men only ☐ Human resources managers ☑ Management		
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5 please do so below.		

#### Gender equality indicator 6: Sex-based harassment and discrimination

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

16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?







		s (select all applicable answers)  Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		<ul> <li>✓ Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
7:.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):
	□ No	(you may specify why this training is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority  Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

#### Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





#### Gender composition proportions in your workplace

#### Important notes:

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

#### Based upon your workplace profile and reporting questionnaire responses:

#### Gender composition of workforce

the gender composition of your workforce overall is 42.5% females and 57.5% males.

#### **Promotions**

- 2. 37.9% of employees awarded promotions were women and 62.1% were men
  - i. 38.5% of all manager promotions were awarded to women
  - 37.8% of all non-manager promotions were awarded to women.
- 3. 35.4% of your workforce was part-time and 14.8% of promotions were awarded to part-time employees.

#### Resignations

- 4. 45.3% of employees who resigned were women and 54.7% were men
  - i. 30.8% of all managers who resigned were women
  - ii. 46.0% of all non-managers who resigned were women.
- 5. 35.4% of your workforce was part-time and 14.2% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- i. 11,5% of all women who utilised parental leave ceased employment before returning to work
- ii. 1.9% of all men who utilised parental leave ceased employment before returning to work
- 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv 97.1% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

#### Notification and access

#### List of employee organisations:

- 1, United Voice Union;
- 2. The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (the "CEPU") -Electrical Trades Union division;
- 3. The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union Of Australia (the "CEPU") Plumbing Trades Employees Union division , and
- 4. The construction Forestry Mining and Energy Union (the "CFMEU")

CEO sign off confirmation	Confirmation CEO has signed the report:
Name of CEO or equivalent:	Confirmation CEO has signed the report:
ans.	4/5/18
CEO signature:	Date:

