





Organisation and contact details

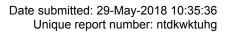
Submitting organisation details	Legal name	Qube Holdings Limited
	ABN	14149723053
	ANZSIC	I Transport, Postal and Warehousing 5211 Stevedoring Services
	Business/trading name/s	Qube Holdings
	ASX code (if applicable)	QUB
	Postal address	Level 27, 45 Clarence Street
		SYDNEY NSW 2000 AUSTRALIA
	Organisation phone number	0405916890
Reporting structure	Ultimate parent	Qube Holdings Limited
	Number of employees covered by this report	6,037





All organisations covered by this report

Legal name	Business/trading name/s
Qube Holdings Limited	Qube Holdings
Australian Amalgamated Terminals Pty Ltd	
BBH Services Pty Ltd	
Maritime Container Services Pty Ltd	
Oztran Aust Pty Ltd	
Qube Logistics (Aust) Pty Ltd	
Qube Ports Pty Ltd	
Qube Logistics (SL) Pty Ltd	
Qube Logistics (SB) Pty Ltd	
Qube Logistics (SA) Pty Ltd	
Qube Logistics (Vic) Pty Ltd	
Giacci Bros Pty Ltd	
Qube Bulk Pty Ltd	
Qube Ports (No 1) Pty Ltd	
Qube Logistics (Global) Pty Ltd	
Qube Logistics (Qld) Pty Ltd	
Qube Logistics (WA) Pty Ltd	
Qube Logistics (NSW) Pty Ltd	
Qube Logistics (WA1) Pty Ltd	
Qube Logistics (Rail) Pty Ltd	
Qube Logistics (QldT1) Pty Ltd	
Qube Logistics (SA1) Pty Ltd	
Qube Energy Pty Ltd	
Independent Railways of Australia Pty Ltd	
Qube Logistics (WA2) Pty Ltd	
ISO Marshalling (Australia) LP	





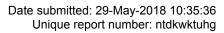


Workplace profile

Manager

Manager equipational estagaries	Departing level to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees		
		Full-time permanent	1	3	4		
		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	3	15	18		
		Full-time contract	0	0	0		
Key management personnel	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-2	Full-time permanent	7	43	50		
		Full-time contract	0	0	0		
Other executives/General managers		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	1	1		
		Full-time permanent	0	31	31		
		Full-time contract	0	0	0		
Senior Managers	-3	Part-time permanent	0	1	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	27	265	292		
		Full-time contract	0	0	0		
Other managers	-4	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	16	16		
Grand total: all managers			38	375	413		

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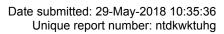


Workplace profile

Non-manager

Non manager accumational actogories	Employment status	No. of employees (exclud	ding graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	9	6	0	0	0	0	15
	Full-time contract	0	0	0	0	0	0	0
Professionals	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	5	202	0	0	0	3	210
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	56	0	0	0	0	59
	Full-time permanent	8	5	0	0	0	0	13
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	297	390	0	0	0	0	687
	Full-time contract	3	2	0	0	0	0	5
Clerical and administrative	Part-time permanent	19	4	0	0	0	0	23
	Part-time contract	2	0	0	0	0	0	2
	Casual	46	35	0	0	0	0	81
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	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	29	1,829	0	0	0	0	1,858
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	1	7	0	0	0	0	8
	Part-time contract	0	0	0	0	0	0	0
	Casual	20	968	0	0	0	0	988

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Non manager equipational estageries	Employment status	No. of employees (exclud	ling graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	17	614	0	0	0	0	631
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	16	362	0	0	0	0	378
	Part-time contract	0	0	0	0	0	0	0
	Casual	46	616	0	0	0	0	662
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	1	0	0	0	0	2
Grand total: all non-managers		523	5,098	0	0	0	3	5,624

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Reporting questionnaire

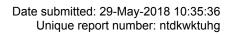
Gender equality indicator 1: Gender composition of workforce

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.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ 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 ✓ Not a priority
1.2	Retention
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ 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 ☐ Not a priority
1.3	Performance management processes
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ 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 ☐ Not a priority





1.4

Promotions



	 Yes (select all applicable answers) □ Policy ☑ 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 □ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ 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 ☐ Not a priority
1.6	Succession planning
	 Yes (select all applicable answers) □ Policy □ 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 □ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy ☑ 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 □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) ☐ Policy ☐ 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 ☐ Not a priority
1.9	Gender equality overall
	 Yes (select all applicable answers) □ Policy □ 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 □ 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	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	3	7	113
Permanent/ongoing part-time employees	0	0	0	3
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	7	98

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)	7	47
Number of appointments made to NON-MANAGER roles (including promotions)	172	1692

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

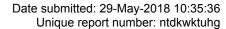
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	21	40	317
Permanent/ongoing part-time employees	0	1	5	14
Fixed-term contract full-time employees	0	0	2	0
Fixed-term contract part-time employees	0	0	1	0
Casual employees	0	4	15	211

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.



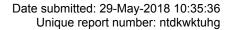




2.1	Please answer the following questions relating to each governing body covered in this report.								
	Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.								
	If your organisation's governin organisation's name BUT the n	If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.							
2.1a.1	Organisation name?								
	Qube Holdings Limited								
2.1b.1	How many Chairs on this gove	rning body?							
		Female	Male						
	Number	0	1						
2.1c.1	How many other members are	on this governing body (excluding the	Chair/s)?						
	Nivershaue	Female	Male						
	Number	1	5						
	 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): The governing body has a stand-alone Diversity Policy and a Committee has set measurable objective for achieving gender diversity. 								
2.1g.1	Are you reporting on any other	organisations 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?								
	Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal selection policy or formal selection strategy is in place) ☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body appointments (provide details why) ☐ 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







	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
		☐ Strategy
	\boxtimes No	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 Non-award employees paid employ
		☐ Not a priority
		Other (provide details):
4.	Have	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
		Other (provide details):
	⊠ No	o (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
	room	for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
	qualif	ications)
	IS roc	☑ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om 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):

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

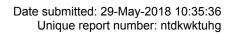
This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements





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.		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.
		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 indical time of paid p	s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please te how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) To reach the pay for 24 weeks or half pay for 24 we
	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:
		6
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.
	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% □ 10-20% □ 21-30% □ 31-40% □ 41-50% □ 51-60% □ 61-70% □ 71-80% □ 71-80% □ 91-99% □ 91-99% □ 100%

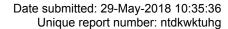






	ry carer.			le carer, REGARDLESS	
				r SECONDARY CARER e scheme for secondar	S that is available for men ry carers?
☐ No	, we offer paid , we offer paid (you may spectory Currently) Insufficien Government	parental leave for SEC cify why employer fund under development, plut resources/expertise ent scheme is sufficient	CONDARY CARERS led paid parental leav ease enter date this is	that is available to wome re for secondary carers is	
6.1		leave are provided (e.			ONDARY CARERS? If diffe INIMUM number of days pr
	1				
6.2	CARERS? In you <1	ur calculation, you Mi 0% -20% -30% -40% -50% -60% -70% -80% -90% -99%		o employer funded pai	-
Howr	CARERS? In you <1	ur calculation, you Miles of the control of the con	ntal leave during the	JALS when working ou e reporting period (paid menced.	t the proportion.
Howr	CARERS? In you <1	ur calculation, you Mi -20% -30% -40% -50% -60% -70% -80% -90% -99% 0% ERS have taken pare	ntal leave during the	JALS when working ou e reporting period (paid menced.	

	Prim	Primary carer's leave		ondary carer's leave
	Fema	le Male	Fema	ale Male
Non-managers	20	0	12	69







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

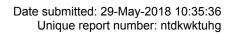
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	1

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment 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
Non-managers	0	0

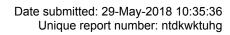
		Non-managers	0	0
9.	Do yo	ou have a formal policy and/or form	nal strategy on flexible working arranç	gements?
	_	es (select all applicable answers) Policy Strategy O (you may specify why no formal pol Currently under development, p Insufficient resources/expertise Don't offer flexible arrangement Not a priority Other (provide details): Flexibility is offered depending	elease enter date this is due to be comple	rted
10.	Do yo	ou have a formal policy and/or form	nal strategy to support employees with	h family or caring responsibilities?
		es (select all applicable answers) Policy Strategy O (you may specify why no formal pol Currently under development, p Insufficient resources/expertise Included in award/industrial or v Not a priority Other (provide details):	lease enter date this is due to be comple	rted
11.		ou offer any other support mechan employer-subsidised childcare, bre	isms, other than leave, for employees eastfeeding facilities)?	with family or caring responsibilities
	⊠ Ye	(you may specify why non-leave ba	sed measures are not in place) lease enter date this is due to be comple	ited
	11.1		hanisms are in place and if they are av exists, for example a head-office, sele	
		☐ Employer subsidised childcare		







	Available at some worksites only Available at all worksites Childcare referral services Available at all worksites Available at some worksites only Available at all worksites Available at some worksites only Available at some worksites only Available at all worksites Information packs to support new parents and/or those with elder care responsibilities Available at some worksites only 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 all worksites Support in securing school holiday care Available at some worksites only Available at some worksites only Available at some worksites Parenting workshops targeting mothers Available at some worksites only Available at some wo
12.	☐ None of the above, please complete question 11.2 below 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 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?
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor) ✓ Training of key personnel ✓ A domestic violence clause is in an enterprise agreement or workplace agreement ✓ Workplace safety planning ✓ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

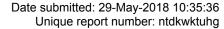




14.



Wher	Access to unpaid leave Confidentiality of matters disclosed Referral of employees to appropriate Protection from any adverse action of Flexible working arrangements Provision of financial support (e.g. action) Giffer change of office location Emergency accommodation assistar Access to medical services (e.g. doc) Other (provide details): Other (provide details): Insufficient resources/expertise Not aware of the need Not a priority Other (provide details):	or discrimination based dvance bonus payment nce stor or nurse) nechanisms are in place enter date this is due	pport services for on the disclosur t or advanced pa e) to be completed	r expert advice e of domestic v	ent) violence
•	telecommuting part-time work				
•	job sharing				
•	carer's leave purchased leave				
•	unpaid leave. ns may be offered both formally and/o				
For e	xample, if time-in-lieu is available to we	omen formally but to	men informally,	, you would se	elect NO.
For e		omen formally but to one oth women and men. the women AND men.	ck the related cl	neckboxes.	elect NO.
For e	es, the option/s in place are available to wo be, some/all options are not available to bot Which options from the list below are	omen formally but to one oth women and men. The women AND men. The available? Please tick is option is NOT available.	ck the related cl	neckboxes. nployees.	elect NO.
For e	es, the option/s in place are available to wo be, some/all options are not available to bot Which options from the list below are	omen formally but to on the women and men. The women AND men. e available? Please tick is option is NOT available. Man	ck the related cl lable to your en nagers Informal	neckboxes. nployees. Non-m Formal	nanagers Informal
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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

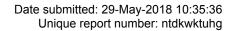
This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	паче	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	(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): Further consultation methods are under development
	15.2	Who 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	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?





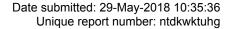


		s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? ☐ Yes ☐ No (you may specify why a grievance process is not included) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
17.	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): (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:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 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

1. the gender composition of your workforce overall is 9.3% females and 90.7% males.

Promotions

- 2. 6.5% of employees awarded promotions were women and 93.5% were men
 - i. 25.0% of all manager promotions were awarded to women
 - ii. 6.1% of all non-manager promotions were awarded to women.
- 3. 6.8% of your workforce was part-time and 1.3% of promotions were awarded to part-time employees.

Resignations

- 4. 10.3% of employees who resigned were women and 89.7% were men
 - i. 7.1% of all managers who resigned were women
 - ii. 10.4% of all non-managers who resigned were women.
- 6.8% of your workforce was part-time and 3.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 1.2% of all men who utilised parental leave ceased employment before returning to work
- iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

CEO sign off confirmation

Name of CEO or equivalent:	Confirmation CEO has signed the report:
Maurice James	
CEO signature:	Date: