



# Public report

2019-20

Submitted by

Legal Name: **Aeris Resources Limited** 







# Organisation and contact details

Submitting organisation details	Legal name	Aeris Resources Limited		
	ABN	30147131977		
	ANZSIC	B Mining 0803 Copper Ore Mining		
	Business/trading name/s	Aeris Resources Limited		
	ASX code (if applicable)	AIS		
	Postal address	Box 14, 520 Wickham Street Fortitude Valley, Brisbane Qld 4006 AUSTRALIA		
	Organisation phone number	0730346200		
Reporting structure	Ultimate parent	Aeris Resources Limited		
	Number of employees covered by this report	350		





# All organisations covered by this report

Legal name	Business/trading name/s
Aeris Resources Limited	Aeris Resources Limited
Tritton Resources Pty Ltd	





# Workplace profile

## Manager

	D # 1 1/ 050			ı	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
	0	Full-time contract	0	0	0
CEO/Head of Business in Australia		Part-time permanent	0	0	0
EO/Head of Business in Australia		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
		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	0	1	1
		Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	0	0	0
ŭ		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	1	1	2
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	3	4
		Full-time contract	0	0	0
Senior Managers	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0





Manager occupational categories	Reporting level to CEO	Employment status		ı	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
	-3	Full-time contract	0	0	0
Other managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	6	7
		Full-time contract	1	1	2
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers	5	18	23		





# Workplace profile

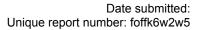
### Non-manager

Non manager conjugational actorists	Employment status	No. of employees (exclud	ing graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprent	ices (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total employees
Professionals	Full-time permanent	4	25	0	3	0	0	32
	Full-time contract	0	1	0	1	0	0	2
	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
	Full-time permanent	2	77	0	0	1	13	93
	Full-time contract	0	1	0	0	0	0	1
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
	Full-time permanent	3	0	0	0	0	0	3
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	Full-time permanent	6	12	0	0	0	0	18
	Full-time contract	1	0	0	0	0	0	1
Clerical and administrative	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	0	0	0	0	0	2
	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	21	130	0	0	0	0	151
	Full-time contract	0	3	0	0	0	0	3
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	4	13	0	0	0	0	17





Non manager equipational estagerica	Employment status	No. of employees (excludi	ing graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprent	ices (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		45	264	0	4	1	13	327







# Reporting questionnaire

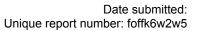
### Gender equality indicator 1: Gender composition of workforce

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 2019 to 31 March 2020. (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
	<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> <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>
1.5	Talent identification/identification of high potentials
	<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>
1.6	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>Insufficient resources/expertise</li> <li>Not a priority</li> </ul>
1.9	Gender equality overall
	<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>





1.10 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	0	11	56
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	3
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	2	4
Number of appointments made to NON-MANAGER roles (including promotions)	31	160

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

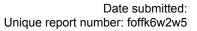
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	4	16	113
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	2	3
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	8	17

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 relating to each governing body covered in this report.



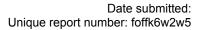




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's 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?							
	Aeris Resources Limited							
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	ning body (if the role of the Chair rota	ites, enter the gender of the					
	Female Male							
	Number	0	4					
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	;)?					
		Female	Male					
	Number	0	3					
	d.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):  g.1 Are you reporting on any other organisations in this report?  Yes No							
2.2	☐ Insufficient resources/expertise	lection policy or formal selection strategy odies please enter date this is due to be compl	/ is in place) eted					
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or I  ☐ Yes ☐ No	artnership structure (i.e. select NO if y nc; or an "unincorporated" entity)?	our organisation is an					





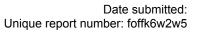


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

### 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.

3.	Do yo	ou have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers)
	□ No	<ul> <li>Strategy</li> <li>(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>□ Salaries set by awards/industrial or workplace agreements</li> <li>□ Non-award employees paid market rate</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		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> <li>□ Other (provide details):</li> </ul>
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	<del>-</del>	s - 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):  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
		for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)







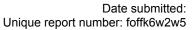
	□ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
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).
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	Yes – indicate what actions were taken (select all applicable answers)
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 "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?





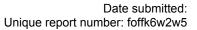


	time of indications of time of	es. (Please indicate now employer funded paid parental leave is provided to the primary Cater):  By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), 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 the 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 funder 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 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)  Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Other (provide details):  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:
5a.	carer	r organisation would like to provide additional information on your paid parental leave for primary se.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%   81-90%   91-99%   100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
6.	A "SF	□ Surrogacy ☑ Stillbirth  ECONDARY CARER" is a member of a couple or a single carer. REGARDLESS OF GENDER, who is not the

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

primary carer.

6.





6a.

7.



☐ No	o, we offer paid parental leave o (you may specify why emp	ve for SECONDARY CARE loyer funded paid parental lepment, please enter date the expertise is sufficient	RS that is available to men ONI RS that is available to women C eave for secondary carers is no nis is due to be completed	DNLY
6.1	amounts of leave are proto eligible employees:	-	leave is provided for SECON oth of service) enter the MININ	DARY CARERS? If different MUM number of days provided
			rmation on your paid parenta may have in place etc, please	
6.2	CARERS?		ss to employer funded paid p	arental leave for SECONDARY se proportion.
	□ Adoption     □ Surrogacy     □ Stillbirth  many MANAGERS have ta	ıken parental leave during	id parental leave for seconda	
emplo	oyees still on parental leav			oda logue
		Primary carer's leave	Secondary car	Male

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.

0

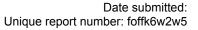
	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	1	0	0	15

0

0

Managers

0







8.	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	0

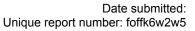
- How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from 8.1 parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid 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	6

M Voc (coloct all applicable appurers)
<ul><li>✓ Yes (select all applicable answers)</li><li>✓ Policy</li></ul>
☐ 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
<ul> <li>☐ Insufficient resources/expertise</li> <li>☐ Don't offer flexible arrangements</li> </ul>
☐ Not a priority ☐ Other (provide details):
Other (provide details).
Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
☑ Yes (select all applicable answers)
□ Policy     □ Strategy
☐ 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>
<ul> <li>☐ Included in award/industrial or workplace agreement</li> <li>☐ Not a priority</li> </ul>
☐ Other (provide details):
Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibiliti (eg, employer-subsidised childcare, breastfeeding facilities)?
☐ Yes
No (you may specify why non-leave based measures are not in place)     □ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
Not a priority     Other (provide details):

12. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?



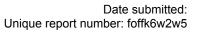




	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Included in award/industrial or workplace agreements</li> <li>□ Not aware of the need</li> <li>□ Not a priority</li> <li>□ Other (please provide details):</li> </ul>
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?
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☑ Employee assistance program (including access to a psychologist, chaplain or counsellor)</li> <li>☐ Training of key personnel</li> <li>☑ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>☐ Workplace safety planning</li> <li>☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☑ Access to unpaid domestic violence leave (not contained in an enterprise/workplace agreement)</li> <li>☑ Access to unpaid leave</li> <li>☐ Confidentiality of matters disclosed</li> <li>☐ Referral of employees to appropriate domestic violence support services for expert advice</li> <li>☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence</li> <li>☑ Flexible working arrangements</li> <li>☐ Provision of financial support (e.g. advance bonus payment or advanced pay)</li> <li>☐ Offer change of office location</li> <li>☐ Emergency accommodation assistance</li> <li>☐ Access to medical services (e.g. doctor or nurse)</li> <li>☐ Other (provide details):</li> <li>☐ No (you may specify why no other support mechanisms are in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not aware of the need</li> <li>☐ Not ayare of the need</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men?  I flexible hours of work  Compressed working weeks  Itime-in-lieu  Itelecommuting  part-time work  job sharing  carer's leave  purchased leave  unpaid leave.  Options may be offered both formally and/or informally.  For example, if time-in-lieu is available to women formally but to men informally, you would select NO.  Yes, the option/s in place are available to both women and men.  No, some/all options are not available to both women AND men.

14.1 Which options from the list below are available? Please tick the related checkboxes.

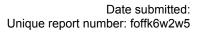
Unticked checkboxes mean this option is NOT available to your employees.







			Managers		Non-managers	
			Formal	Informal	Formal	Informal
		Flexible hours of work				$\boxtimes$
		Compressed working weeks			$\boxtimes$	
		Time-in-lieu		$\boxtimes$		$\boxtimes$
		Telecommuting				$\boxtimes$
		Part-time work				
		Job sharing				$\boxtimes$
		Carer's leave	$\boxtimes$		$\boxtimes$	
		Purchased leave	$\boxtimes$		$\boxtimes$	
		Unpaid leave	$\boxtimes$		$\boxtimes$	
	14.3	You may specify why any of the above optio  Currently under development, please enter of Insufficient resources/expertise  Not a priority Other (provide details):  If your organisation would like to provide ad please do so below:	late this is due	to be completed		llity 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.						ees on issues
15.	Have	you consulted with employees on issues cond	cerning gende	er equality in you	ır workplace?	
	<ul> <li>Yes</li> <li>No (you may specify why you have not consulted with employees on gender equality)</li> <li>Not needed (provide details why):</li> <li>Insufficient resources/expertise</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>					
	15.1	How did you consult with employees on issu	ies concernin	g gender equali	y in your worl	kplace?
		<ul> <li>Survey</li> <li>Consultative committee or group</li> <li>Focus groups</li> <li>Exit interviews</li> <li>Performance discussions</li> <li>Other (provide details):</li> </ul>				
	15.2	Who did you consult?				
		<ul><li>☑ All staff</li><li>☐ Women only</li><li>☐ Men only</li><li>☐ Human resources managers</li></ul>				

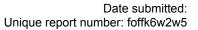






Management

15.3 If your organisation would like to provide additional information relating to gender equality indicator 5 please do so below.	5,
Gender equality indicator 6: Sex-based harassment and discrimination	1
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 strand whether training of managers on SBH is in place.	ategy
16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?	?
<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>	
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention form 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):	al
17. Do you provide training for all managers on sex-based harassment and discrimination prevention?	
<ul> <li>✓ Yes - please indicate how often this training is provided:         <ul> <li>At induction</li> <li>At least annually</li> <li>Every one-to-two years</li> <li>Every three years or more</li> <li>Varies across business units</li> <li>Other (provide details):</li> </ul> </li> <li>No (you may specify why this training is not provided)</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>	
17.1 If your organisation would like to provide additional information relating to gender equality indicator 6 please do so below:	i,



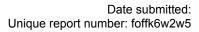




### Other

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 14.6% females and 85.4% males.

#### **Promotions**

- 2. 16.9% of employees awarded promotions were women and 83.1% were men
  - i. 100.0% of all manager promotions were awarded to women
  - ii. 15.7% of all non-manager promotions were awarded to women.
- 3. 0.0% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

#### Resignations

- 4. 17.0% of employees who resigned were women and 83.0% were men
  - i. 33.3% of all managers who resigned were women
  - ii. 16.4% of all non-managers who resigned were women.
- 5. 0.0% of your workforce was part-time and 0.0% of resignations were part-time employees.

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

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 40.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 0.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access	
List of employee organisations:	
CEO sign off confirmation	
Name of CEO or equivalent:	Confirmation CEO has signed the report:
Andre Labuschagne	
CEO signature:	Date: