



2014-15 confidential report form submitted by Telstra Super Pty Ltd to the Workplace Gender Equality Agency

Organisation and contact details

	1 -1 -1	T-1-4 O D4- 1 4-1
Organisation	Legal name	Telstra Super Pty Ltd
registration	ABN	86007422522
	ANZSIC	6330 Superannuation Funds
Organisation	Trading name/s	Telstra Super
details	ASX code (if	N/A
	relevant)	
	Postal address	PO Box 14309
		MELBOURNE VIC 8001
		AUSTRALIA
	Organisation	(03) 9653 6000
	phone number	
Reporting	Ultimate parent	Telstra Super Pty Ltd
structure	Number of	189
	employees covered	
	in this report	
	submission	
	Other	Telstra Super Financial Planning Pty Ltd
	organisations	The Trustee For Telstra Super Scheme
	reported on in this	
	report	
CEO or equivalent	Name	Mr Christopher Davies
•	Phone number	(03) 9653 6000
	Email address	laura.ames@telstrasuper.com.au
Report contact	Name	Janet Traeger
-	Position	Primary Report Contact
	Phone number	0396536160
	Email address	janet.traeger@telstrasuper.com.au
Nepoli contact	Position Phone number	Primary Report Contact 0396536160



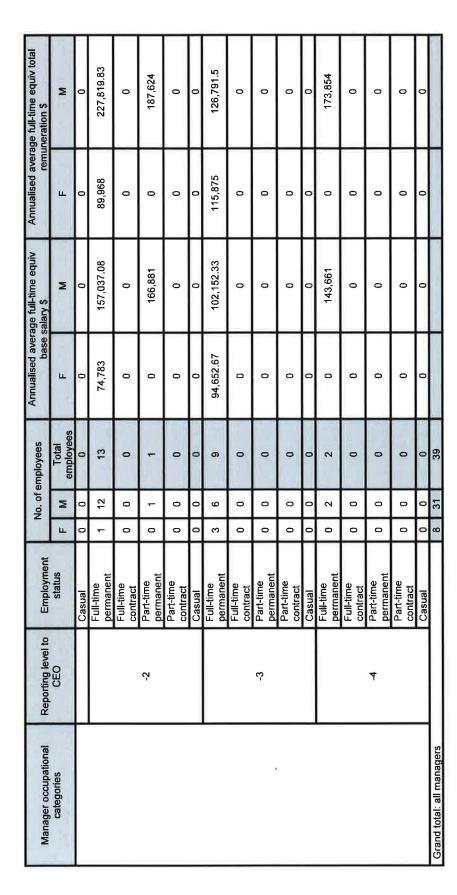
Date submitted: Unique report number: vab3v/2eg8 Report User: Mary Pasgas



Manager occupational	Reporting level to	Employment	_	lo. of e	No. of employees	Annualised aver	Annualised average full-time equiv	Annualised avera	Annualised average full-time equiv total remuneration \$
categories	CEO	status	н	Σ	Total employees	F	M	F	M
		Full-time permanent	0	1	1 - 1	0	488,410	0	604,240
		Full-time contract	0	0	0	0	0	0	0
CEU/Head of Business in Australia	0	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	1	9	7	84,211	294,551.33	115,000	453,286.83
- - - -		Full-time contract	0	0	0	0	0	0	0
Other executives/General managers	7	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	2	3	5	187,471	142,342	300,330	187,342
		Full-time contract	0	0	0	0	0	0	0
Senior Managers	-5	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	1	82,586	0	97,596	0
200	•	Full-time contract	0	0	0	0	0	0	0
ories managers		Part-time permanent	0	0	0	0	0	0	0
		Part-time contract	0	0	0	0	0	0	0



Date submitted: Unique report number: vab3vl2eg8 Report User: Mary Pasgas





Date submitted: Unique report number: vab3vl2eg8 Report User: Mary Pasgas

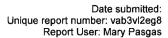


Non-manager occupational	Employment status	No. of employe graduates and	No. of employees (excluding graduates and apprentices)	No gradua applic	No. of graduates (if applicable)	No appren applic	No. of apprentices (if applicable)	Total employees	Annualised i	Annualised average full- time equiv base salary \$	Annualised average full- time equiv total remuneration \$	average full- uiv total ration \$
categories		Ь	W	E	W	F	M		В	W	F	M
	Full-time permanent	42	64	0	0	0	0	106	85,643.05	99,137.19	102,593.45	122,867.42
	Full-time contract	2	1	0	0	0	0	3	101,919	68,702	111,579	75,057
Professionals	Part-time permanent	19	2	0	0	0	0	21	84,816.74	49,986.5	110,127.05	82,540.5
	Part-time contract	0	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0	0	0	0	0
3	Full-time contract	0	0	0	0	0	0	0	0	0	0	0
reconicians and trade	Part-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0	0	0	0	0
confinulity and personal service	Part-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	11	3	0	0	0	0	14	56,849.64	48,236.67	65,933.55	54,458
	Full-time contract	1	0	0	0	0	0		43,470	0	47,600	0
orencal and administrative	Part-time permanent	5	0	0	0	0	0	5	40,285	0	59,164	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0	0



Date submitted: Unique report number: vab3vl2eg8 Report User: Mary Pasgas

Non-manager occupational	Employment status	No. of employe graduates and	No. of employees (excluding graduates and apprentices)	No. of graduates (if applicable)	of ates (if able)	No. of apprentices (if applicable)	of ices (if able)	Total employees	Annualised average full-time equiv base salary \$	average full- ase salary \$	Annualised average full- time equiv total remuneration \$	iverage full- iiv total ation \$
categories		F	M	F	Σ	F	M		F	Σ	Е	M
	Full-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0	0
Grand total: all non-managers	anagers	80	70	0	0	0	0	150				





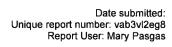


Reporting questionnaire

☐ No, don't have expertise.

No, not a priority

Gender equality indicator 1: Gender composition of workforce Additional help can be accessed by hovering your cursor over question text. Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to: Recruitment? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy ☐ Standalone strategy
☐ Strategy is contained within another strategy No No, currently under development ☐ No, insufficient human resources staff No, don't have expertise ☐ No, not a priority Retention? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy ☐ Strategy is contained within another strategy ⊠ No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority Performance management processes? Standalone policy ⊠ Policy is contained within another policy Standalone strategy ☐ Strategy is contained within another strategy No, currently under development No, insufficient human resources staff ☐ No, don't have expertise No, not a priority Promotions? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No, currently under development No, insufficient human resources staff







	Yes	you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
	No, No,	currently under development insufficient human resources staff don't have expertise not a priority
1.6		Succession planning? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
	No, No,	currently under development insufficient human resources staff don't have expertise not a priority
1.7 ⊠		Training and development? (you can select policy and/or strategy options) ☑ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
	No, No,	currently under development insufficient human resources staff don't have expertise not a priority
1.8		Resignations? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
	No, No,	currently under development insufficient human resources staff don't have expertise not a priority
1.9		Key performance indicators for managers relating to gender equality? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
	No, No,	currently under development insufficient human resources staff don't have expertise not a priority





Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place: Diversity and Inclusion Strategy and Policy currently in development
1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:
Gender equality indicator 2: Gender composition of governing bodies
Does your organisation, or any organisation you are reporting on, have a governing body/board? ☐ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the year the target is to be reached.

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the ' Year to be

reached' column.

	Örganisation	NUM (N percen	er and MBER OT Itage) of erson/s	NUMBI percer other	er and ER (NOT stage) of board nbers	% target for representation of women on each board	Year to be reached
	name	F	М	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set; leave blank)
1	Telstra Super	0	1	2	6	0	
2	Telstra Super Financial; Planning	0	1	1	2	0	
3							





	Organisation	NUN (N percen	er and //BER /OT itage) of erson/s	NUMBI percer other	ler and ER (NOT stage) of board nbers	% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							
27							





	Organisation	NUM (N percer	ler and MBER IOT Itage) of erson/s	NUMBE percen other	er and ER (NOT tage) of board nbers	% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
28							
29							
30							

 2.1a If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE. Yes, the data provided in question 2.1 reflect numbers not percentages.
2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below: Governing body has gender balance (e.g. 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Do not have control over board appointments (provide details why):
☐ Not a priority ☐ Other (provide details):
2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, in place for some governing bodies No, currently under development No, insufficient human resources staff
 No, do not have control over board appointments (provide details why); No, don't have expertise No, not a priority
No, other (provide details):

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

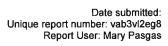




	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

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

Gender equality indicator 3:	Equal remuneration between women and men
3 Do you have a forma ⊠ Yes	al policy or strategy on remuneration generally?
☐ Standalone policy ☐ Policy is containe ☑ Standalone strate	ed within another policy egy
☐ Strategy is contai	ined within another strategy
☐ No, currently under devel	opment
☐ No, insufficient human re	
No, included in workplace	agreement
No, don't have expertise	Land of Salar and Salar and Salar
☐ No, salaries set by award☐ No, non-award employee	
☐ No, not a priority	s paid market rate
No, other (provide details):
	pay equity objectives included in your formal policy or forma
strategy?	
☐ Yes (provide details in qu☑ No	estions 3.2 and/or 3.3 below)
No, currently under devel	opment
No, insufficient human re	
No, don't have expertise	·
No, salaries set by award	
No, non-award employee	s are paid market rate
No, not a priorityNo, other (provide details	4.
	<i>y</i> .
	neration gap analysis been undertaken?
✓ Yes. When was the most ✓ Within last 12 most	recent gender remuneration gap analysis undertaken?
Within last 1-2 ye	
	rs ago but less than 4 years ago
Other (provide de	
□No	
No, currently under devel	
No, insufficient human re	sources staff
No. don't have expertise	







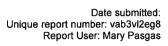
 No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below: Organisation wide, across the different remuneration/job band levels and differentiated by gender
4.1 Were any actions taken as a result of your gender remuneration gap analysis? Yes - please indicate what actions were taken (more than one option can be selected): Created a pay equity strategy or action plan Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance ratings to ensure there is no gender bias (including
unconscious bias) Analysed performance pay to ensure there is no gender bias (including unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any like-for-like gaps Set targets to reduce any organisation-wide gaps Reported pay equity metrics to the board Reported pay equity metrics to the executive Corrected like-for-like gaps Conducted a gender-based job evaluation process Implemented other changes (provide details):
 No No unexplainable or unjustifiable gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, unable to address cause/s of gaps (provide details why): No, not a priority No, other (provide details):
4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? ☑ Yes







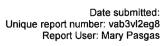
No, insufficient humNo, government schNo, don't know howNo, not a priority	No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement				
	ovided for primary carers.				
By paying the gap be leave scheme	By paying the gap between the employee's salary and the government's paid parental ave scheme				
regardless of the period half pay for 24 weeks	By paying the employee's full salary (in addition to the government's paid scheme), gardless of the period of time over which it is paid. For example, full pay for 12 weeks or alf pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination)				
Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater Yes, less than one week No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details): 6.1 Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers. How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?					
	Female	Male	Secondary car Female	Male	
Managers	0	0	0	0	
Non-managers	10	0	0	0	
8 What proportion of your total workforce has access to employer funded paid parental leave?					
	y carer's leave 100		Secondary carer's 100	leave	
9 Do you have a formal policy or formal strategy on flexible working arrangements?					







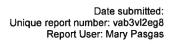
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, don't have expertise
☐ No, don't offer flexible arrangements
☐ No, not a priority
No, other (provide details):
— · · · · · · · · · · · · · · · · · · ·
10 Do you have a formal policy or formal strategy to support employees with family and
caring responsibilities?
⊠ Yes
☐ Standalone policy
Policy is contained within another policy
☐ Standalone strategy
☐ Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, don't have expertise
No, don't offer flexible arrangements
No, not a priority
No, other (provide details):
Do you have any non-leave based measures to support employees with family and
caring responsibilities?
∑ Yes
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
No, other (provide details):
The state of the s
11.1 To understand where these measures are available, do you have other worksites in
addition to your head office?
⊠ Yes
No
44.2. Please indicate what measures are in place and in which worksites they are available
11.2 Please indicate what measures are in place and in which worksites they are available
(if you do not have multiple worksites, you would select 'Head office only'):
Employer subsidised childcare
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
On-site childcare
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
☐ Breastfeeding facilities
Head office only
Other worksites only
☐ Head office and some other worksites
All worksites including head office
Childcare referral services







☐ Other worksites only	
☐ Head office and some other worksites	
All worksites including head office	
☐ Internal support network for parents	
☐ Head office only	
Other worksites only	
Head office and some other worksites	
☐ All worksites including head office	
Return to work bonus	
Head office only	
☐ Other worksites only	
☐ Head office and some other worksites	
☐ All worksites including head office	
☐ Information packs to support new parents and/or those with elder care responsibilities	
☐ Head office only	
Other worksites only	
Head office and some other worksites	
=	
☐ All worksites including head office	
Referral services to support employees with family and/or caring responsibilities	
Head office only	
Other worksites only	
☐ Head office and some other worksites	
☐ All worksites including head office	
Targeted communication mechanisms, for example intranet/forums	
Head office only	
Other worksites only	
Head office and some other worksites	
☐ All worksites including head office	
☑ None of the above, please complete question 11.3 below	
11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available: Employee Assistance Program Life style leave Career Break	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Strategy is contained within another strategy No	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details):	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Employee Assistance Program (online or via phone)	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Employee Assistance Program (online or via phone) 13 Other than a policy or strategy, do you have any measures to support employees will	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Employee Assistance Program (online or via phone)	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Employee Assistance Program (online or via phone) 13 Other than a policy or strategy, do you have any measures to support employees will	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Employee Assistance Program (online or via phone) 13 Other than a policy or strategy, do you have any measures to support employees whare experiencing family or domestic violence? Yes - please indicate the type of measures in place (more than one option can be	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Employee Assistance Program (online or via phone) 13 Other than a policy or strategy, do you have any measures to support employees whare experiencing family or domestic violence? Yes - please indicate the type of measures in place (more than one option can be selected):	
at which worksites they are available: Employee Assistance Program Life style leave Career Break 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Employee Assistance Program (online or via phone) 13 Other than a policy or strategy, do you have any measures to support employees whare experiencing family or domestic violence? Yes - please indicate the type of measures in place (more than one option can be	



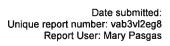




Refer 🔲		ian resourd port service details):		er) staff				
No No, currently on the control of	nt human in the of the ne expertise rity ovide details	resources s ed e ils): Program (o	nline or vi					
conditions or pra	ctices are		o your em	ployees (pl	lease note	that not ti	cking a bo	
indicates that a p	articular e		t term, co	ndition or p	ractice is			8 1 1
	Fer	nale		ale	Non-managers Female Male			
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work								
Compressed working weeks								
Time-in-lieu								\boxtimes
Telecommuting					-7			
Part-time work								
Job sharing								
Carer's leave								
Purchased leave			Ø					
Unpaid leave								
your employees, Career Break Le	you may ave		tails of tho	se below:				le to
14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: ☐ Currently under development ☐ Insufficient human resources staff ☐ Don't have expertise ☐ Not a priority ☐ Other (provide details):								
14.3 Should y Gender equality		o provide a 4, please d			on any of	your respo	onses und	er

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

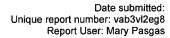
Page **16** of **19**







15 Have you consulted with employees on issues concerning gender equality in your workplace? ☑ Yes ☐ No
No, not needed (provide details why):
 No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? ☑ Survey ☑ Consultative committee or group ☑ Focus groups ☑ Exit interviews ☑ Performance discussions ☐ Other (provide details):
15.2 What categories of employees did you consult? All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
15.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination
16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ☐ Yes ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, included in workplace agreement ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy?







 ✓ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ☑ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): ☐ At induction ☐ At least annually ☑ Every one-to-two years ☐ Every three years or more ☐ Varies across business units ☐ Other (provide details):
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):

17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:

Have commenced a journey to educate the entire Business on Diversity and Inclusion best practices.

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

Currently in development - Diversity and Inclusion Policy, Strategy and plans to address Unconscious Biases.





Notification and access

List of employee organisations

CEO sign off confirmation

Name of CEO or equivalent

Confirmation CEO has signed the report

Yes

CEO Signature:

Date:

29/5/2015

Submitted to WGEA by Mary Pasgas on