



# Public report

2019-20

Submitted by

Legal Name:

Lindsay Australia Limited





# Organisation and contact details

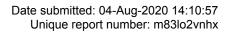
Submitting organisation details	Legal name	Lindsay Australia Limited
	ABN	81061642733
	ANZSIC	I Transport, Postal and Warehousing 4610 Road Freight Transport
	Business/trading name/s	
	ASX code (if applicable)	LAU
	Postal address	Locked Bag 2004 ARCHERFIELD QLD 4108 Australia
	Organisation phone number	(07) 3240 4901
Reporting structure	Ultimate parent	Lindsay Australia Limited
	Number of employees covered by this report	1,255





# All organisations covered by this report

Legal name	Business/trading name/s
Lindsay Australia Limited	
Lindsay Fresh Logistics Pty Ltd	
Lindsay Rural Pty Ltd	
Lindsay Brothers Management Pty Ltd	





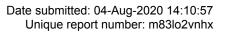


# Workplace profile

## Manager

Managar acquisitional actagarica	Deporting level to CEO	Employment status		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	7	8
		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
		Full-time permanent	0	21	21
		Full-time contract	0	0	0
Other executives/General managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	18	23
		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	8	37	45
		Full-time contract	0	0	0
Other managers	-4	Part-time permanent	0	0	0
- 		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			14	84	98

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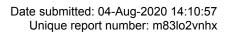


# Workplace profile

## Non-manager

Non manager accumational actogories	Employment status	No. of employees (exclude	ding graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	19	54	0	0	0	0	73
	Full-time contract	0	1	0	0	0	0	1
Professionals	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	1	0	0	0	0	0	1
	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	35	0	0	0	9	44
	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	0	1	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	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	0	0	0	0	0	0	0
	Full-time permanent	57	12	0	0	0	0	69
	Full-time contract	0	1	0	0	0	0	1
Clerical and administrative	Part-time permanent	13	2	0	0	0	0	15
	Part-time contract	1	0	0	0	0	0	1
	Casual	7	0	0	0	0	0	7
	Full-time permanent	1	30	0	0	0	0	31
	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	10	565	0	0	0	0	575
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	2	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	4	209	0	0	0	0	213

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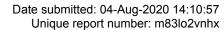






Non manager assumptional estageries	Employment status	No. of employees (exclud	ling graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	1	101	0	0	0	0	102
	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	20	0	0	0	0	20
	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		115	1,033	0	0	0	9	1,157

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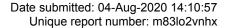






## **Additional Information regarding Workplace Profile**

N/A







## Reporting questionnaire

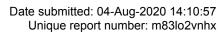
## Gender equality indicator 1: Gender composition of workforce

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>



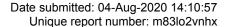


1.4

**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	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	3	0	0
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
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)	4	8
Number of appointments made to NON-MANAGER roles (including promotions)	34	365

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

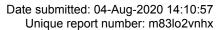
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	4	14	86	265
Permanent/ongoing part-time employees	0	0	10	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	20	140

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.



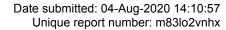




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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.

	Lindsay Australia Limited			
	What gender is the Chair on Chair at your last meeting)?		role of the Chair rotates,	enter the gender of the
		Fe	emale	Male
	Number	0	1	
1c.1	How many other members a	are on this governing body (	excluding the Chair/s)?	
		Fe	emale	Male
	Number	0	4	
	☐ Currently under det☐ Insufficient resourc☐ Do not have contro☐ Not a priority☐ Other (provide deta☐ Internal target of 2  Are you reporting on any ot	a target has not been set) ard has gender balance (e.g. 4 velopment, please enter date t es/expertise Il over governing body/board a ails): 0% women in management po	40% women/40% men/209 this is due to be completed ppointments (provide deta	% either)
2		tion policy and/or formal sele	ection strategy for gover	ning body members for A
	☐ In place for some g ☐ Currently under de ☐ Insufficient resourc	no formal selection policy or for poverning bodies velopment, please enter date t es/expertise Il over governing body appoint	this is due to be completed	I





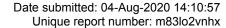


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

## 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.

⊠ Y	es (select all applicable answers)  ☑ Policy ☐ Strategy
□N	<ul> <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> </ul>
	☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	<ul> <li>Yes (provide details in question 3.2 below)</li> <li>No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Salaries set by awards/industrial or workplace agreements</li> <li>□ Insufficient resources/expertise</li> </ul>
	<ul><li>☑ Non-award employees paid market rate</li><li>☐ Not a priority</li><li>☐ Other (provide details):</li></ul>
	☐ Not a priority
cond	□ Not a priority □ Other (provide details):  e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)?  es - the most recent gender remuneration gap analysis was undertaken: □ Within last 12 months
cond	□ Not a priority □ Other (provide details):  e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)?  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
CONC	Not a priority Other (provide details):  a you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)?  es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): 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
Conc ☐ Y	Not a priority Other (provide details):  a you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)?  es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 12 years More than 2 years ago but less than 4 years ago Other (provide details):  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 a for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
Conc ☐ Your ☐ No room qualing	Not a priority Other (provide details):  e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)?  es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 12 years More than 2 years ago but less than 4 years ago Other (provide details): 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







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

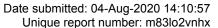
This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities.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

IN VALI BYOVIAS FIVE	DI OVER FIINDED naid nare	Intal leave for PRIMARY CARERS	S that is available for women AND
		rental leave scheme for primary	
☐ By paying ☐ By paying ☐ By paying ime over which it is p ☐ As a lump ☐ No, we offer paid   ☐ By paying ☐ By paying ☐ As a lump ☐ No, we offer paid   ☐ are over which it is p ☐ By paying ☐ As a lump ☐ As a lump ☐ As a lump ☐ No, not available ( ☐ Currently to Insufficient	the gap between the employed the employee's full salary (in laid. For example, full pay for sum payment (paid pre- or poperental leave for primary care funded paid parental leave the gap between the employed the employee's full salary (in laid. For example, full pay for sum payment (paid pre- or poperental leave for primary care provided to men ONLY): the gap between the employed the employee's full salary (in laid. For example, full pay for sum payment (paid pre- or poperental leave for primary care the employee's full salary (in laid. For example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example, full pay for sum payment (paid pre- or population) and pre- or population for example full pay for sum payment (paid pre- or population) and pre- or population for example full pay for sum payment (paid pre- or population) and pre- or population for example full pay for sum payment (paid pre- or population) and pre- or population full pay for sum payment (paid pre- or population) and pre- or population full pay for sum payment (paid pre- or p	12 weeks or half pay for 24 weeks ost-parental leave, or a combination of the street that is available to women ONLY): see's salary and the government's paid addition to the government's paid 12 weeks or half pay for 24 weeks ost-parental leave, or a combination of the government's paid see's salary and the government's paid addition to the government's paid addition to the government's paid 12 weeks or half pay for 24 weeks ost-parental leave, or a combination of the government's paid 12 weeks or half pay for 24 weeks ost-parental leave, or a combination	aid parental leave scheme scheme), regardless of the period of (Please indicate how employer funded the parental leave scheme scheme), regardless of the period of scheme), regardless of the period of scheme), regardless of the period of scheme)
☐ Governme	nt scheme is sufficient		
☐ Not a prior			
Other (pro	vide details).		
A "SECONDARY CA orimary carer.	RER" is a member of a cou	ıple or a single carer, REGARDL	ESS OF GENDER, who is not the
		ental leave for SECONDARY CAR parental leave scheme for secon	RERS that is available for men and indary carers?
☐ No, we offer paid   ☑ No (you may spec ☐ Currently ι ☐ Insufficient	parental leave for SECONDA ify why employer funded paid inder development, please er resources/expertise nt scheme is sufficient	RY CARERS that is available to m RY CARERS that is available to w d parental leave for secondary care nter date this is due to be complete	omen ONLY ers is not paid)

How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include

employees still on parental leave, regardless of when it commenced.

7.







	Primary carer	s leave	Secondary care	's leave
	Female Male		Female	Male
Managers	0	0	0	0

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

	Primary carer	's leave	Secondary carer's leave		
	Female	Male	Female	Male	
Non-managers	3	0	0	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

- 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.

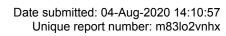
	Female	Male
Non-managers	1	0

۵	Do you have a formal not	iou and/or formal atratogu or	flexible working arrangements?

⊠ 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
Don't offer flexible arrangements
Not a priority
Other (provide details):

10. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

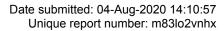
	•	. ,			0,	• •		
$\square$	Yes (select all appl	icable ar	owore)					
$\triangle$		icable al	isweis)					
	☐ Policy							
	No (you may specif	fy why no	o formal po	licy or for	mal stra	itegy is i	n place)	
	☐ Currently ur	nder dev	elopment,	please en	ter date	this is d	ue to be	completed
	Insufficient	resource	s/expertise	9				
	Included in	award/in	dustrial or	workplace	e agreei	ment		
	☐ Not a priorit	y						
	Other (provi	ide detai	ls):					







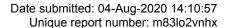
⊠ Ye	S
	(you may specify why non-leave based measures are not in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Not a priority
	☐ Other (provide details):
11.1	Please select what support mechanisms are in place and if they are available at all worksites.  • Where only one worksite exists, for example a head-office, select "Available at all worksites".
	☐ Employer subsidised childcare
	Available at some worksites only
	☐ Available at all worksites
	☐ On-site childcare
	☐ Available at some worksites only
	Available at all worksites
	☐ Breastfeeding facilities
	Available at some worksites only
	Available at all worksites
	☐ Childcare referral services
	Available at some worksites only
	Available at all worksites
	Internal support networks for parents
	Available at some worksites only
	Available at all worksites
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave)
	☐ Available at some worksites only ☐ Available at all worksites
	☐ Information packs to support new parents and/or those with elder care responsibilities
	Available at some worksites only
	Available at 30the worksites only
	Referral services to support employees with family and/or caring responsibilities
	Available at some worksites only
	☐ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	Available at all worksites
	☐ Support in securing school holiday care
	Available at some worksites only
	Available at all worksites
	☐ Coaching for employees on returning to work from parental leave
	Available at some worksites only
	Available at all worksites
	Parenting workshops targeting mothers
	Available at some worksites only
	Available at all worksites
	Parenting workshops targeting fathers
	Available at some worksites only
	☐ Available at all worksites ☐ None of the above, please complete question 11.2 below
	None of the above, please complete question 11.2 below
o yo violei	bu have a formal policy and/or formal strategy to support employees who are experiencing family or domestic nce?
√l Y∈	s (select all applicable answers)
	□ Policy
	Strategy Strategy
] No	(you may specify why no formal policy or formal strategy is in place)
	☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise







	<ul> <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?  • flexible hours of work  • compressed working weeks  • time-in-lieu  • telecommuting  • 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.
	<ul> <li>Which options from the list below are available? Please tick the related checkboxes.</li> <li>Unticked checkboxes mean this option is NOT available to your employees.</li> </ul>





14.3

14.4



	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	$\boxtimes$		$\boxtimes$	
Compressed working weeks				
Time-in-lieu		$\boxtimes$		
Telecommuting		$\boxtimes$		$\boxtimes$
Part-time work	$\boxtimes$		$\boxtimes$	
Job sharing				
Carer's leave	$\boxtimes$		$\boxtimes$	
Purchased leave				
Unpaid leave	$\boxtimes$		$\boxtimes$	
You may specify why any of the above options are NOT available to your employees.  Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):				

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

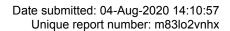
This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have y	ou consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes ⊠ 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):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

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

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

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





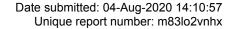


		S (select all applicable answers)  ☐ Policy ☐ Strategy  (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		<ul> <li>✓ Yes</li> <li>☐ No (you may specify why a grievance process is not included)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
17.	Do you 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 10.3% females and 89.7% males.

## **Promotions**

- 2. 40.0% of employees awarded promotions were women and 60.0% were men
  - i. 40.0% of all manager promotions were awarded to women
  - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 1.5% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

### Resignations

- 4. 22.3% of employees who resigned were women and 77.7% were men
  - i. 22.2% of all managers who resigned were women
  - ii. 22.3% of all non-managers who resigned were women.
- 5. 1.5% of your workforce was part-time and 1.9% of resignations were part-time employees.

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

- i. 33.3% of all women who utilised parental leave ceased employment before returning to work
- ii. N/A 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. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

# Notification and access List of employee organisations: Transport Workers Union CEO sign off confirmation Name of CEO or equivalent: Michael Kim Lindsay CEO signature: Date: