



# Public report

2019-20

Submitted by

Legal Name:
Nick Scali Limited

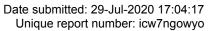






# Organisation and contact details

Submitting organisation details	Legal name	Nick Scali Limited
	ABN	82000403896
	ANZSIC	G Retail Trade 4211 Furniture Retailing
	Business/trading name/s	Nick Scali Furniture, Sofas2Go
	ASX code (if applicable)	NCK
	Postal address	Level 7, Triniti 2 Building, 39 Delhi Road NORTH RYDE NSW 2113 AUSTRALIA
	Organisation phone number	0297484000
Reporting structure	Number of employees covered by this report	499





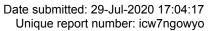


# Workplace profile

## Manager

Managanasanatianalastanarias	Deporting level to CEO	Francis and status		No. 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	0	1	1
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	1	3	4
(ey management personnel		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	1	2
		Full-time contract	0	0	0
Other executives/General managers	-1	Part-time permanent	0	1	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	3	4
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	0	0	0
Senior Managers		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	18	19
		Full-time contract	0	0	0
Other managers	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			4	28	32

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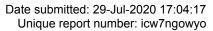


# Workplace profile

### Non-manager

Non manager accumational actogories	Employment status	No. of employees (excluding	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	21	7	0	0	0	0	28
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	4	0	0	0	0	0	4
	Full-time permanent	0	16	0	0	0	0	16
	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
Community and personal service	Full-time contract	0	0	0	0	0	0	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	35	12	0	0	0	0	47
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	5	0	0	0	0	0	5
	Part-time contract	0	0	0	0	0	0	0
	Casual	11	3	0	0	0	0	14
	Full-time permanent	106	149	0	0	0	0	255
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	9	1	0	0	0	0	10
	Part-time contract	0	0	0	0	0	0	0
	Casual	21	16	0	0	0	0	37
	Full-time permanent	0	46	0	0	0	0	46
	Full-time contract	0	0	0	0	0	0	0
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	0	3	0	0	0	0	3

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Non manager equipational estagerics	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	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		213	254	0	0	0	0	467

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## Reporting questionnaire

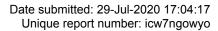
### Gender equality indicator 1: Gender composition of workforce

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

### NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 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	0	4	11	20
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)	3	16
Number of appointments made to NON-MANAGER roles (including promotions)	151	163

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

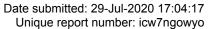
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	12	78	121
Permanent/ongoing part-time employees	0	0	2	3
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	12	4

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.



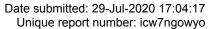




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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.

	Board of Directors								
2.1b.1	What gender is the Chair on t Chair at your last meeting)?	What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?							
		Female	Male						
	Number	0	1						
.1c.1	How many other members are	e on this governing body (excluding the	chair/s)?						
		Female	Male						
	Number	1	4						
	☐ Yes ☐ No (you may specify why a t ☐ Governing body/boar ☐ Currently under dever ☐ June 2021 ☐ Insufficient resources ☐ Do not have control of ☐ Not a priority ☐ Other (provide details	rd has gender balance (e.g. 40% women/4 elopment, please enter date this is due to b s/expertise over governing body/board appointments (	10% men/20% either) be completed						
•	Do you have a formal selection organisations covered in this	on nolicy and/or formal selection strate:	gy for governing body members for A						
.2									
.2	☐ In place for some go ☐ Currently under deve ☐ Insufficient resources	s report?  swers)  formal selection policy or formal selection verning bodies elopment, please enter date this is due to be s/expertise over governing body appointments (provide	strategy is in place) be completed						





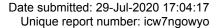


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

## 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  ☐ Yo  ☑ N  room quali	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

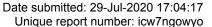
This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities.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

	de EMPLOYER FLINDER	) naid narental leav	e for PRIMARY CARE	RS that is available for wo	men AND
	ion to any government f				AILLI AILD
By By By By Ime over which As As By By By Ime over which By By By By By By By Ime over which By By By Ime over which	paying the employee's fulch it is paid. For example, a lump sum payment (paid parental leave for paid parental leave for paying the gap between the paying the employee's fulch it is paid. For example, a lump sum payment (paid paying the gap between the paying the gap between the paying the gap between the paying the employee's fulch it is paid. For example, the it is paid. For example,	he employee's salary (in addition to full pay for 12 weeks and pre- or post- parent primary carers that is ental leave is provided he employee's salary (in addition to full pay for 12 weeks and pre- or post- parent primary carers that is ONLY):  The employee's salary (in addition to full pay for 12 weeks and pre- or post- parent primary carers that is ONLY):	y and the government's paids of the government's paids or half pay for 24 ween tal leave, or a combinate available to women Object to women ONLY):  y and the government's paids or half pay for 24 ween tal leave, or a combinate available to men ONL  y and the government's paids or the government's paids available to men ONL  y and the government's paids or half pay for 24 ween tall pay	paid parental leave schemed scheme), regardless of the ks tion) NLY (e.g. maternity leave).  paid parental leave schemed scheme), regardless of the ks tion) Y. (Please indicate how emed paid parental leave schemed scheme), regardless of the scheme), regardless of the ks	e period of (Please e e period of ployer funded e
⊠ No, not av □ Cu □ Ins ⊠ Go	a lump sum payment (pai ailable (you may specify we rently under development ufficient resources/expertivernment scheme is sufficial a priority	vhy this leave is not p t, please enter date t ise	provided)	•	
	er (provide details):				
A "SECOND/ orimary care		er of a couple or a	single carer, REGARD	LESS OF GENDER, who i	s not the
Do you provi				ARERS that is available fo	r men and
☐ Yes				-	221/2)
	er paid parental leave for s er paid parental leave for s ay specify why employer f	SECONDARY CARE funded paid parental	ERS that is available to	rers is not paid)	eave)

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 carer's leave	
	Female	Male	Female	Male
Managers	1	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 care	r's leave
	Female	Male	Female	Male
Non-managers	4	0	0	0

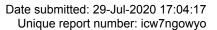
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid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

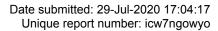
Э.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy
	<ul> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Don't offer flexible arrangements</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
10	
10.	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
	<ul> <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> </ul>
	<ul> <li>☐ Included in award/industrial or workplace agreement</li> <li>☐ Not a priority</li> </ul>
	Other (provide details):
	NES requirements are sufficient.







11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	<ul> <li>Yes</li> <li>No (you may specify why non-leave based measures are not in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>☑ Not a priority</li> <li>□ Other (provide details):</li> </ul>
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> </ul>
	☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	<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 (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> </ul>
	☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):
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

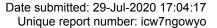






unpaid leave.

14.1	es, the option/s in place are available to bot o, some/all options are not available to both Which options from the list below are • Unticked checkboxes mean this	women AND men. available? Please ti			
		Ma	nagers	Non-m	anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work				
	Compressed working weeks				
	Time-in-lieu			$\boxtimes$	
	Telecommuting		$\boxtimes$		
	Part-time work				
	Job sharing				
	Carer's leave				
	Purchased leave				
	Unpaid leave				
14.4	☐ Currently under development, please ☐ Insufficient resources/expertise ☑ Not a priority ☐ Other (provide details):  If your organisation would like to provide as a polynomial of the provide details of th		e to be completed		ılity indicato
14.4	<ul><li>☐ Insufficient resources/expertise</li><li>☑ Not a priority</li><li>☐ Other (provide details):</li></ul>	enter date this is due	e to be completed		ılity indicato
nder ncer	☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):  If your organisation would like to prov	enter date this is due vide additional information with the workplace	e to be completed mation relating to	o gender equa	issues
nder gender erning g	☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):  If your organisation would like to provide as do so below:  The equality indicator 5: Continuous gender equality in the equality indicator seeks information on what	enter date this is due ride additional inform  nsultation w he workplace at consultation occurs	with emplo	o gender equa	<b>issues</b> rees on issue
nder ncer gender erning g	☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):  If your organisation would like to provide as do so below:  The equality indicator 5: Continuous gender equality in the equality in the workplace.  The equality indicator seeks information on what ender equality in the workplace.	enter date this is due ride additional inform  nsultation w he workplace at consultation occurs  es concerning gend	with emplo the description of the completed of the comple	yees on ers and employ ur workplace?	issues rees on issue







## 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 yo	u 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 yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):  (you may specify why this training is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority  Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

### Other

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

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





### Gender composition proportions in your workplace

### Important notes:

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

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

#### Gender composition of workforce

1. the gender composition of your workforce overall is 43.5% females and 56.5% males.

### **Promotions**

- 2. 31.4% of employees awarded promotions were women and 68.6% were men
  - i. 0.0% of all manager promotions were awarded to women
  - ii. 35.5% of all non-manager promotions were awarded to women.
- 3. 4.2% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

### Resignations

- 4. 39.9% of employees who resigned were women and 60.1% were men
  - i. 7.7% of all managers who resigned were women
  - ii. 41.8% of all non-managers who resigned were women.
- 5. 4.2% of your workforce was part-time and 2.1% of resignations were part-time employees.

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

- i. 20.0% 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:	
CEO sign off confirmation	
ozo olgir oli ooriii mallori	
Name of CEO or equivalent:	Confirmation CEO has signed the report:
	Confirmation CEO has signed the report: