



Public report

2019-20

Submitted by

Legal Name:

BM Alliance Coal Operations Pty Limited





Organisation and contact details

Submitting organisation details	Legal name	BM Alliance Coal Operations Pty Limited		
	ABN	67096412752		
	ANZSIC	B Mining		
	ANZSIC	0600 Coal Mining		
	Business/trading name/s			
	ASX code (if applicable)			
	Postal address	GPO Box 1389		
		BRISBANE QLD 4001		
		AUSTRALIA		
	Organisation phone number	0733292645		
Reporting structure	Ultimate parent	BHP Group Limited		
	Number of employees covered by this report	5,749		





Workplace profile

Manager

Managan againstianal astanarias	Departing level to CEO	Franks was not 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	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	5	13	18
		Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	0	0	0
	Part-time contract 0		0	0	
		Casual	0	0	0
		Full-time permanent	23	60	83
		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	61	191	252
		Full-time contract	0	3	3
Other managers	-4	Part-time permanent	3	0	3
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			92	269	361

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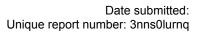


Workplace profile

Non-manager

Non manager accumptional estagerica	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprent	ices (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	308	1,016	16	26	0	0	1,366
	Full-time contract	8	7	0	0	0	0	15
Professionals	Part-time permanent	22	7	0	1	0	0	30
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	44	818	0	0	1	3	866
	Full-time contract	20	9	0	0	92	112	233
Technicians and trade	Part-time permanent	2	21	0	0	0	0	23
	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
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	64	9	0	0	0	0	73
	Full-time contract	5	5	0	0	0	0	10
Clerical and administrative	Part-time permanent	5	0	0	0	0	0	5
	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
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	453	2,120	0	0	0	0	2,573
	Full-time contract	33	41	0	0	0	1	75
Machinery operators and drivers	Part-time permanent	55	64	0	0	0	0	119
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

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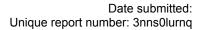






Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		1,019	4,117	16	27	93	116	5,388

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Reporting questionnaire

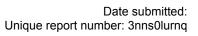
Gender equality indicator 1: Gender composition of workforce

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 ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







1.4	Promotions
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		Non-managers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	13	24	49	66	
Permanent/ongoing part-time employees	0	0	2	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)	85	170
Number of appointments made to NON-MANAGER roles (including promotions)	1047	2477

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

	Mana	Managers		Non-managers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	6	14	53	148	
Permanent/ongoing part-time employees	1	0	3	12	
Fixed-term contract full-time employees	0	0	7	5	
Fixed-term contract part-time employees	0	0	0	0	
Casual employees	0	0	0		

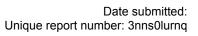
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

In October 2016 BHP announced an aspirational goal to achieve gender balance globally by 2025. The global Inclusion & Diversity Council, chaired by the CEO, has identified the following four strategic priorities to enable the goal:

- · Embedding flexibility in the way we work;
- · Enabling our supply chain partners to support our commitment to inclusion and diversity;
- Uncovering and taking steps to mitigate potential bias in our behaviours, systems, policies and processes;
- Ensuring our brand and industry are attractive to a diverse range of people.

Gender equality indicator 2: Gender composition of governing bodies

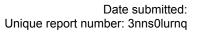
Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant 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.







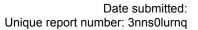
		of management, council or other gong body for your Australian entity, ev	
2.1	Please answer the following que	stions relating to each governing bo	dy covered in this report.
	Note: If this report covers more organisation before proceeding	than one organisation, the questions to question 2.2.	below will be repeated for each
	If your organisation's governing organisation's name BUT the nu	body is the same as your parent ent merical details of your parent entity's	ity's, you will need to add your s governing body.
2.1a.1	Organisation name?		
	BHP Group Limited		
2.1c.1	Number How many other members are of	Female 0 n this governing body (excluding the	Male 1 • Chair/s)?
		Female	Male
	Number	3	6
	☐ Yes ☐ No (you may specify why a targ ☐ Governing body/board h ☐ Currently under develop ☐ Insufficient resources/ex ☐ Do not have control ove ☐ Not a priority ☐ Other (provide details): Part of the Board's role financial year and to as BHP has an aspiration	as gender balance (e.g. 40% women/4) ment, please enter date this is due to be pertise a governing body/board appointments (provided is to consider and approve measurable sess annually both the objectives and of to achieve gender balance across our worsity, in terms of gender, background	0% men/20% either) be completed provide details why): e objectives for workforce diversity each our progress in achieving those object workforce – and on our Board – by FY
2.2	☐ Yes ☑ No	policy and/or formal calcation strateg	gy for governing body members for
			,, ,
	organisations covered in this report of the selection program of the selection of	oort?	,, ,







		 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
		Do not have control over governing body appointments (provide details why)
		☐ Not a priority☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes
		⊠ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Gor	dor	equality indicator 3: Equal remuneration between women and men
Gei	luei	equality indicator 3. Equal remuneration between women and men
		ration between women and men is a key component of improving women's economic security and progressing
genae	r equalit	ry.
	_	
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers)
		☐ 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
		☐ 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?
		No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
		☐ Currently under development, please enter date this is due to be completed☐ Salaries set by awards/industrial or workplace agreements
		☐ Insufficient resources/expertise☐ Non-award employees paid market rate
		☐ Not a priority
		☐ Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		To achieve gender pay equity
		☐ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)
		☐ To be transparent about pay scales and/or salary bands
		☐ To ensure managers are held accountable for pay equity outcomes ☐ To implement and/or maintain a transparent and rigorous performance assessment process
		Other (provide details):

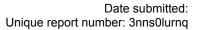






4.	Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e
	conducted a gender pay gap analysis)?

condu	cted a gender pay gap analysis)?
	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
□No	(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 or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or rations)
	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	BHP has an embedded annual process to identify and rectify any gaps in like-for-like roles. Within this process, the gender pay gap used in BHP's internal process of ensuring pay equity is the difference between a male's and female's average full-time equivalent salary, or remuneration, for like roles. The purpose of our internal annual gender pay process to identify any pay gaps on this basis, and their causes, in order to address identified pay equity issues. The following principles are applied: • There should be no unjustifiable disparity in remuneration between males and females where attributes, relevant experiences, qualifications, performance and role are similar; • Broad "average" based outcome analysis may identify areas to address first, but individual analysis must be conducted so any discrepancies are captured and addressed; and • Compa ratio data (i.e. actual salaries compared to relevant market benchmarks) are utilised to ensure a comparable analysis is completed with the correct peer market grouping. In addition to WGEA, BHP report externally on gender pay analysis to the Gender Pay Reporting body in the US and the Gender Pay Gap Regulations body in the UK.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	 Yes – indicate what actions were taken (select all applicable answers) □ 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 organisation-wide gaps □ Reported pay equity metrics (including gender pay gaps) to the governing body □ Reported pay equity metrics (including gender pay gaps) to the executive □ Reported pay equity metrics (including gender pay gaps) to all employees □ Reported pay equity metrics (including gender pay gaps) externally □ Corrected like-for-like gaps □ Conducted a gender-based job evaluation process □ Implemented other changes (provide details): □ No (you may specify why no actions were taken resulting from your remuneration gap analysis) □ No unexplainable or unjustifiable gaps identified □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries set by awards/industrial or workplace agreements □ Non-award employees are paid market rate □ Unable to address cause/s of gaps (provide details why): □ Not a priority







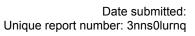
☐ Other (provide details):	
If your organisation would like to provide additional information relating to gender equality indic please do so below:	cator 3,

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

to con	nbine pa	iployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamenta ality and to maximising Australia's skilled workforce.
5.		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	time o	s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please thow employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme by paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded arental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme by paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed linsufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		18
5a.	carers	r organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	5.0	What are action of countries and countries have been accepted a small countries and a side of the PRIMARY

What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?







		In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☑ 91-99% ☐ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		☑ Adoption☑ Surrogacy☑ Stillbirth
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
		u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave), we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		10
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10% 10-20% 21-30% 31-40% 41-50% 51-60% 61-70% 71-80%
		☐ 81-90% ☑ 91-99% ☐ 100%



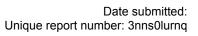
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		Fema		Male	2	Female	y carer's lea	Male
Mana	igers	9		3	0	romaio	9	- Maio
	meiuue emp	ioyees suii oi		nary carer		sen it commence Sec	condary care	er's leave
	Non-manage	re	93		79	0	u.o	88
annu •	al leave or any	other paid or ployment' mea	r unpaid leav ans anyone	e is also	taken at tha			. For example, wl ason, including
•	al leave or any 'Ceased emp nations, redun	other paid or ployment' mea	r unpaid leav ans anyone dismissals.	e is also	taken at tha	it time. rganisation for v	vhatever re	
• annu • resig Mana	al leave or any 'Ceased empinations, redun agers How many N parental leav • Includ where annua • 'Ceas	other paid or ployment' mea dancies and of ON-MANAGE ve, regardless de those when al leave or any	RS, during to other paid ent' means a	o che reporte leave coeave was or unpaid	Female ting period, ommenced? taken conting leave is als	nt time. rganisation for v ceased employn nuously with any to taken at that the organisation	whatever re M 0 nent before y other leave	ason, including lale returning to worke type. For examever reason, incl
• annu • resig	al leave or any 'Ceased empinations, redun agers How many N parental leav • Includ where annua • 'Ceas	ON-MANAGE ON-MANAGE OR regardless de those when al leave or any ed employme , redundancie	RS, during to other paid ent' means a	o che reporte leave coeave was or unpaid	Female ting period, ommenced? taken conting leave is als	et time. rganisation for v ceased employe nuously with any to taken at that t	whatever re M 0 nent before y other leave	ason, including lale returning to worke type. For exam

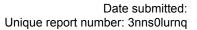
You may indicate which of the following are included in your flexible working arrangements strategy:







		 ☑ A business case for flexibility has been established and endorsed at the leadership level ☑ Leaders are visible role models of flexible working ☑ Flexible working is promoted throughout the organisation ☐ Targets have been set for engagement in flexible work ☐ Targets have been set for men's engagement in flexible work ☐ Leaders are held accountable for improving workplace flexibility ☐ Manager training on flexible working is provided throughout the organisation ☐ Employee training is provided throughout the organisation ☐ Employees are surveyed on whether they have sufficient flexibility ☑ The organisation's approach to flexibility is integrated into client conversations ☑ The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement) ☑ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		s (select all applicable answers) ☐ Policy ☑ Strategy
	□ No	(you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
		☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
	⊠ Ye	mployer-subsidised childcare, breastfeeding facilities)? 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 Streastfeeding facilities Available at some worksites only Available at some worksites only Available at some worksites Childcare referral services Available at some worksites only 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 all worksites Referral services to support employees with family and/or caring responsibilities Referral services to support employees with family and/or caring responsibilities

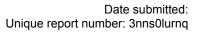






	 ☐ Available at some worksites only ☐ Available at all worksites ☐ Targeted communication mechanisms, for example intranet/ forums ☐ Available at some worksites only ☐ Available at all worksites
	 ☐ Support in securing school holiday care ☐ Available at some worksites only ☐ Available at all worksites
	 ☐ 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
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy
	 No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor)
	☑ Training of key personnel☐ A domestic violence clause is in an enterprise agreement or workplace agreement☑ Workplace safety planning
	 ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed
	Referral of employees to appropriate domestic violence support services for expert advice Protection from any adverse action or discrimination based on the disclosure of domestic violence Flexible working arrangements Provision of financial support (e.g. advance bonus payment or advanced pay)
	 ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details):
	☐ No (you may specify why no other support mechanisms are in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):

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
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- 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.

⊠ Ye	s, the option	n/s in place ai	re available to	both w	omen and	men.
☐ No	, some/all o	ptions are no	t available to	both wo	men AND	men.

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

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

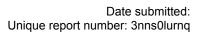
Mar	nagers	Non-managers	
Formal	Informal	Formal	Informal
\boxtimes	\boxtimes	\boxtimes	\boxtimes
\boxtimes	\boxtimes	\boxtimes	
\boxtimes	\boxtimes	\boxtimes	
\boxtimes		\boxtimes	
\boxtimes			
\boxtimes		\boxtimes	
\boxtimes		\boxtimes	
\boxtimes		\boxtimes	
	Formal		Formal Informal Formal Mathematics Math

			_		_		
	Unpaid leave	\boxtimes		\boxtimes			
14.3	You may specify why any of the above options are NOT available to your employees.						
	 ☐ Currently under development, please enter d ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 	ate this is due	to be completed				
14.4	If your organisation would like to provide add please do so below:	ditional inform	nation relating to	o gender equa	ality indicator 4,		

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.

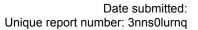
JUNCE	aning gender equality in the workplace.
5.	Have you consulted with employees on issues concerning gender equality in your workplace?
	 ✓ Yes ☐ No (you may specify why you have not consulted with employees on gender equality) ☐ Not needed (provide details why): ☐ Insufficient resources/expertise ☐ Not a priority







		☐ Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):
	15.2	Who did you consult?
		 All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details): All staff are consulted as part of the annual employee engagement survey. In addition, a selection of new employees are surveyed to understand how inclusive their experience has been. Focus groups are held at the local team level and Inclusion & Diversity committees are consulted on the issues and areas of opportunity.
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
The pr	eventio	equality indicator 6: Sex-based harassment and discrimination of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining 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?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):





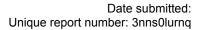


17.	Do you provide training for all managers on sex-based harassment and discrimination prevention?		
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): Sex-based harassment and discrimination training is included in a broader set of training materials which provides learnings with insight into all forms of harassment and discrimination. Our publicly-available Code of Business Conduct covers harassment and discrimination related training is conducted with every employee on an annual basis. (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 21.2% females and 78.8% males.

Promotions

- 2. 41.6% of employees awarded promotions were women and 58.4% were men
 - i. 35.1% of all manager promotions were awarded to women
 - ii. 43.6% of all non-manager promotions were awarded to women.
- 3. 3.1% of your workforce was part-time and 1.3% of promotions were awarded to part-time employees.

Resignations

- 4. 28.1% of employees who resigned were women and 71.9% were men
 - i. 33.3% of all managers who resigned were women
 - ii. 27.6% of all non-managers who resigned were women.
- 5. 3.1% of your workforce was part-time and 6.4% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

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

Notification and access

CEO sign off confirmation

List of employee organisations: Construction, Forestry, Maritime, Mining and Energy Union - CMMFEU Australian Manufacturing Workers Union - AMWU Communications Electrical & Plumbing Union - CEPU Transport Workers Union - TWU Australian Workers Union - AWU Professionals Australia (formally - Professional Engineers, Scientists and Managers Australia) – APESMA

Name of CEO or equivalent: CEO signature: Date:

