



Public report

2016-17

Submitted by

Legal Name:

BHP Billiton Olympic Dam Corporation Pty Ltd







Organisation and contact details

Submitting organisation details	Legal name	BHP Billiton Olympic Dam Corporation Pty Ltd		
	ABN	99007835761		
	ANZSIC	B Mining 0803 Copper Ore Mining		
	Business/trading name/s			
	ASX code (if applicable)			
	Postal address	GPO Box 1777		
		ADELAIDE SA 5001		
		AUSTRALIA		
	Organisation phone number	1 300 554 757		
Reporting structure	Ultimate parent	BHP Billiton Limited - Group Functions		
	Number of employees covered by this report	1,896		





Workplace profile

Manager

Manager contrastional categories	Populing level to CEO	Employment status		No	No. of employees
Mailagel occupational categories	repoliting level to OLO	Limpioyment status	H	W	Total employees
		Full-time permanent	1	0	
		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	2	9	8
		Full-time contract	1	0	ļ
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	22	27
		Full-time contract	0	0	0
Senior Managers	٣	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	16	78	94
		Full-time contract	-	1	2
	-4	Part-time permanent	1	0	1
		Part-time contract	0	0	0
	Annual and the second s	Casual	0	0	0
Other managers		Full-time permanent	0	0	0
		Full-time contract	0	1	1
	5-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			27	108	135

3





Workplace profile

Non-manager

		No. of employees (exclu-	(excluding graduates and apprentices)	No. of graduates	of graduates (if applicable)	No. of apprentices	es (if applicable)	-
Non-manager occupational categories	Employment status	d	M	4	W	Н	M	l otal employees
	Full-time permanent	118	446	9	8	0	0	578
	Full-time contract	5	12	0	0	0	0	17
Professionals	Part-time permanent	9	e in the second	0	0	0	0	7
	Part-time contract	1	0	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	11	350	0	0	0	0	361
	Full-time contract	1	0	0	0	0	0	1
Technicians and trade	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	9	14	0	0	0	0	20
	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	18	12	0	0	0	0	30
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	1	0	0	0	0	0	1
	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	44	069	1	1	0	0	736
	Full-time contract	3	5	0	0	0	0	8
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	0	0	0	0	0	0



	Cutoto ta comicolara	No. of employees (excludi	uding graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentices ((if applicable)	
Nort-manager occupational categories Employment status	Employment status	d	W	ш.	W	4	Σ	i otal 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		215	1.530	7	6	0	0	1.761





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 means 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 2016 to 31 March 2017. (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.
- 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 new appointments were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)? IMPORTANT: this should incorporate appointments from both external and internal sources (including all promotions).

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	15	64
Number of appointments made to NON-MANAGER roles (including promotions)	143	692

1.11 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.10, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	11	8	79
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

1.12 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	0	6	11	56
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

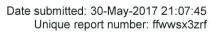
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

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.







2.	board	of directors, trustees, comm		he Act, governing body is defined as "the governing authority of the employer". This , 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 morganisation before proceed	ore than one organisation, the questic	ons below will be repeated for each
			ning body is the same as your parent on the propertion of the parent entions of your parent entions.	
	2.1a.1	Organisation name?		
		BHP Billiton Limited		
	2.1b.1	How many Chairs on this go	verning body?	
			Female	Male
		Number	0	1
		Number	Female 3	Male 7
	2.1d.1	☐ Yes ☐ No (you may specify why a ☐ Governing body/bo: ☐ Currently under dev ☐ Insufficient resource ☐ Do not have control ☐ Not a priority ☐ Other (provide deta ☐ BHP Billiton Limiter	ard has gender balance (e.g. 40% women velopment, please enter date this is due to es/expertise I over governing body/board appointment ils): d committed to having three women on the d committed three d committed three d committed the d committed three d committed three d committed three d committed d commi	n/40% men/20% either) to be completed ts (provide details why): ne board by 2015. This was achieved and no
	2.1g.1	Are you reporting on any ot	her organisations in this report?	
		☐ Yes ⊠ No		
	2.2	Do you have a formal select organisations covered in thi		tegy for governing body members for ALI
		☐ In place for some g☐ Currently under dev	no formal selection policy or formal selecti overning bodies relopment, please enter date this is due t	
		☐ Insufficient resource	es/expertise Lover governing body appointments (prov	vide details why)





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		☐ 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.
Ge	nder	equality indicator 3: Equal remuneration between women and men
Equa gend	l remune er equali	eration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers) Policy
	□ No	☐ 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 ☐ 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?
		 ✓ Yes (provide details in question 3.2 below) ☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements ☐ Insufficient resources/expertise ☐ Non-award employees paid market rate
		☐ Not a priority ☐ Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		 ☒ 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.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted a gender pay gap analysis)?
	⊠ Yes	s - the most recent gender remuneration gap analysis was undertaken:





□ No	Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
	Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)
	Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there 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 qualifications, years of experience, performance, role and tenure are similar; Broad "average" based outcome analysis may identify areas to address first, but individual analysis must be conducted so any anomalies 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 like-for-like gaps □ 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):





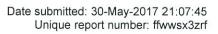
4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5.		RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
		ou 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 of indications of time of	Is (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 over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) on we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) on the paying the gap between the employee's salary and the government's paid parental leave scheme paying the gap between the employee's salary and the government's paid parental leave scheme paying the gap between the employee's salary and the government's paid parental leave scheme paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) on the validation of the pay for 24 weeks or half pay for 24 weeks
	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:
		18
5a.	carer	or organisation would like to provide additional information on your paid parental leave for primary as e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?

In your calculation, you MUST INCLUDE CASUALS when working out the proportion.





6.

6a.



☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80%
☐ 81-90% ☑ 91-99% ☐ 100%
A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.
Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?
 Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY No (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:
10
If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
 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%
How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include

7.	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.

	Primary carer's leave		Secondary carer's leave		
	Female	Male	Female	Male	
Managers	4	0	0	2	



9.



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	15	8	1	98	

8.	How many MANAGERS, during the reporting period, ceased employment before returning to work from parent	ta
	eave, 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.

	Females	Males
Managers	0	0

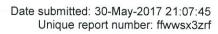
- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or 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	2	0

Do yo	u have a formal policy and/or formal strategy on flexible working arrangements?
	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 Don't offer flexible arrangements Not a priority Other (provide details):
9.1	You may indicate which of the following are included in your flexible working arrangements strategy: \[\begin{align*} \text{ A business case for flexibility has been established and endorsed at the leadership level } \end{align*} \text{ Leaders are visible role models of flexible working } \text{ Flexible working is promoted throughout the organisation } \text{ Targets have been set for engagement in flexible work } \text{ Targets have been set for men's engagement in flexible work } \text{ Leaders are held accountable for improving workplace flexibility } \text{ Manager training on flexible working is provided throughout the organisation } \text{ Employee training is provided throughout the organisation } \text{ Employees are surveyed on whether they have sufficient flexibility } \end{align*}

☑ 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 key management personnel
 ☑ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

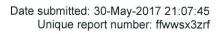
The organisation's approach to flexibility is integrated into client conversations







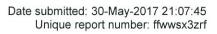
10.	Do yo	d have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye	s (select all applicable answers)
		□ Policy
		☑ Strategy
	☐ No	(you may specify why no formal policy or formal strategy is in place)
		Currently under development, please enter date this is due to be completed
		Insufficient resources/expertise
		Included in award/industrial or workplace agreement
		Not a priority
		Other (provide details):
11.		u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities
	(eg, ei	mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	
		(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
		☐ 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 all worksites
		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
		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)
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 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):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? Illustration for the following options are available in your workplace, are those option/s available to both women formally. Illustration for the following options are available in your workplace, are those option/s available to both women and men. We have available to both women formally. We have available to both women and men. No, some/all options are not available to both women AND men.





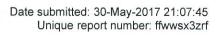


14.1	Which options	from the	list below are	available?	Please tick t	he related	checkboxes.
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Unticked checkboxes mean this option is NOT available to your employees.

	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	
Compressed working weeks		\boxtimes		\boxtimes
Time-in-lieu	\boxtimes	\boxtimes	\boxtimes	
Telecommuting	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Part-time work			\boxtimes	
Job sharing	\boxtimes		\boxtimes	
Carer's leave	\boxtimes		\boxtimes	
Purchased leave				
Unpaid leave	\boxtimes		\boxtimes	

		Purchased leave				
		Unpaid leave			\boxtimes	
	14.3	employees.				
		 ☐ Currently under development, please enter Purchased leave currently under development. Insufficient resources/expertise. Not a priority. Other (provide details): 			ber 2017	
	14.4	If your organisation would like to provide please do so below:	e additional inform	nation relating t	o gender equal	ity indicator 4,
		equality indicator 5: Cons			yees on i	ssues
COI	iceri	ning gender equality in the	e workplace	9		
		equality indicator seeks information on what co ender equality in the workplace.	onsultation occurs b	oetween employe	ers and employe	es on issues
15.	Have	you consulted with employees on issues of	concerning gende	r equality in you	ur workplace?	
	⊠ Ye					
	□No	o (you may specify why you have not consulted Not needed (provide details why): Insufficient resources/expertise	d with employees o	on gender equalit	ty)	
		☐ Not a priority ☐ Other (provide details):				
	15.1	How did you consult with employees on	issues concerninç	g gender equali	ty in your work	place?
		⊠ Survey				
		 ☐ Consultative committee or group ☐ Focus groups 				
		☐ Exit interviews				
		Performance discussions Other (provide details):				
	15.2	Who did you consult?				
	13.2	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.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation.	n 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.		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): 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.



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☐ No	o (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,

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.)





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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.
- 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 13.1% females and 86.9% males.

Promotions

- 2. 10.9% of employees awarded promotions were women and 89.1% were men
 - . 21.4% of all manager promotions were awarded to women
 - ii. 9.2% of all non-manager promotions were awarded to women.
- 3. 0.6% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 17.3% of employees who resigned were women and 82.7% were men
 - . 0.0% of all managers who resigned were women
 - 18.8% of all non-managers who resigned were women.
- 5. 0.6% of your workforce was part-time and 2.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 10.0% 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. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

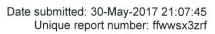
Notification and access

List of employee organisations:

Construction, Forestry, Mining and Energy Union - CFMEU
Australian Manufacturing Workers Union - AMWU
Communications Electrical & Plumbing Union - CEPU
Transport Workers Union - TWU
Australian Workers Union - AWU
Professionals Australia (formerly - Professional Engineers, Scientists and Managers Australia) - APESMA

CEO sign off confirmation

Name of CEO or equivalent:	Confirmation CEO has signed the report:
Jacqui McGill	26.6.17
CEO signature:	Date:







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