



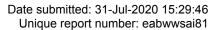
Public report

2019-20

Submitted by

Legal Name: Betfair Pty Ltd



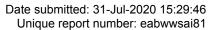






Organisation and contact details

Submitting organisation details	Legal name	Betfair Pty Ltd
	ABN	30110084985
	ANZSIC	R Arts and Recreation Services 9209 Other Gambling Activities
	Business/trading name/s	
	ASX code (if applicable)	
	Postal address	Level 13, 565 Bourke Street
		Melbourne VIC 3000
		AUSTRALIA
	Organisation phone number	0399475953
Reporting structure	Ultimate parent	Crown Resorts Limited
	Number of employees covered by this report	98



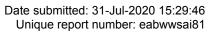




Workplace profile

Manager

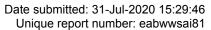
Manager occupational categories	Reporting level to CEO	Employment status		1	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	2	3
		Full-time contract	0	0	0
Other executives/General managers	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Canian Managana		Casual	0	0	0
Senior Managers		Full-time permanent	0	3	3
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
	-2	Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	5	5
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
Other managers		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0







Managar accumational actagarias	Departing level to CCO	Employment status		١	lo. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
Grand total: all managers			1	14	15



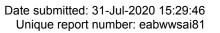




Workplace profile

Non-manager

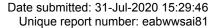
Non manager appunational actogories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	, ,
	Full-time permanent	7	43	0	0	0	0	50
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	2	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
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	0	0	0	0	0	0
	Full-time permanent	0	5	0	0	0	0	5
	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	4	10	0	0	0	0	14
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	5	5	0	0	0	0	10
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0
	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	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	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		16	67	0	0	0	0	83







Reporting questionnaire

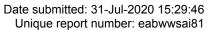
Gender equality indicator 1: Gender composition of workforce

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?

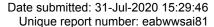
1.1	Recruitment ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
1.2	Not a priority Retention
	 Yes (select 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 FY21 Leadership and Development Plan currently under construction □ 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	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	1	3	23
Permanent/ongoing part-time employees	0	0	4	2
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)	0	6
Number of appointments made to NON-MANAGER roles (including promotions)	16	61

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	1	2	3	31
Permanent/ongoing part-time employees	0	0	4	2
Fixed-term contract full-time employees	0	0	3	2
Fixed-term contract part-time employees	0	0	2	0
Casual employees	0	0	0	1

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.

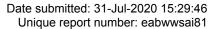


Date submitted: 31-Jul-2020 15:29:46 Unique report number: eabwwsai81

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.

2.1a.1	Organisation name?		
	Betfair Pty Ltd		
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	ning body (if the role of the Chair rota	tes, enter the gender of the
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?
		Female	Male
	Number	0	2
2.1d.1	Has a target been set to increase the re		ning body?
	Currently under development,Insufficient resources/expertise	nder balance (e.g. 40% women/40% men please enter date this is due to be compl	eted
2.1g.1	Are you reporting on any other organis ☐ Yes ☑ No	sations in this report?	
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for ALL
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☑ No (you may specify why no formal se	election policy or formal selection strategy	vis in place)
	In place for some governing bo	odies please enter date this is due to be completed.	
	Insufficient resources/expertise		
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or I		our organisation is an
	☐ Yes ☑ No		





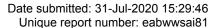


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

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.

⊠ Ye	s (select all applicable answers) ⊠ Policy
	□ 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
	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
	☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
	☐ Not a priority
cond	□ Not a priority □ Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted a gender pay gap analysis)? s - the most recent gender remuneration gap analysis was undertaken: □ Within last 12 months
ond	☐ Not a priority ☐ Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted a gender pay gap analysis)? s - the most recent gender remuneration gap analysis was undertaken: ☐ Within last 12 months ☐ Within last 1-2 years
ond ⊠ Ye	☐ Not a priority ☐ Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted 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):
ond ⊠ Ye	Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted 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): (you may specify why you have not analysed your payroll for gender remuneration gaps)
ond ⊠ Ye	Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted 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): (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
⊠ Ye	Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted 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): (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
Cond Ye No	Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted 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): (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 for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
Cond Ye No	Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted 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): (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
Y€ Ye No room qualifi	Not a priority Other (provide details): You analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted a gender pay gap analysis)? S - 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): (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 for 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 them for discretion in pay changes (because pay increases can occur with some discretion such as performance
Y€ Ye No room qualifi	Not a priority Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted a gender pay gap analysis)? s - 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): (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 for 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 them for discretion in pay changes (because pay increases can occur with some discretion such as performance sements)
Cond ☐ Ye ☐ No room qualifi	Not a priority Other (provide details): You analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted a gender pay gap analysis)? S - 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): (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 for 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 them for discretion in pay changes (because pay increases can occur with some discretion such as performance







	4.1	Did you take any actions as a result of your gender remuneration gap analysis?		
	4.1	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) 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) to all employees Reported pay equity metrics (including gender pay gaps) to all employees 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 August 2020 after FY21 remuneration process has been 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:		
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities		
employ support to comb	ment to ting em bine pa	will enable the collection and use of information from relevant employers about the availability and utility of erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements aployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men id work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental ality and to maximising Australia's skilled workforce.		
		IMARY 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.		
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND n 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 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), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please		

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

indicate how employer funded paid parental leave is provided to women ONLY):

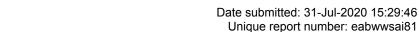
time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks

☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)

Date submitted: 31-Jul-2020 15:29:46 Unique report number: eabwwsai81

Australian Government	Workplace Gender Equality Agency	

	 No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer fundapaid parental 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 time 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) No, not available (you may specify why this leave is not provided) 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): 				
	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:			
		8			
5a.	carers	organisation would like to provide additional information on your paid parental leave for primary e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.			
	After 2	years of service an employee is entitled to receive 12 weeks of paid parental leave			
	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. <10%			
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers: Adoption Surrogacy Stillbirth			
3 .	prima Do yo wome Yes No	CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer. The provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and in, in addition to any government funded parental leave scheme for secondary carers? The provide EMPLOYER FUNDED 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 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.	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.

6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY			
	CAF	RERS? 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%

C 2	Diagon indiagte whather we	viir amplavar fiindad na	id navantal laava t	for secondary carers covers:
D.J	Please indicate whether vo	our emblover lunided ba	iu parentai ieave i	ioi secondary carers covers.

\boxtimes	Adoption
\boxtimes	Surrogacy
	Stillbirth

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.

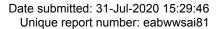
	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	0

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

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	4	0	0	1

- 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







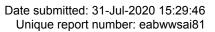
- How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from 8.1 parental leave, regardless of when the leave commenced?

 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

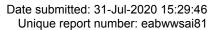
9.	Do you l	have a formal policy and/or formal strategy on flexible working arrangements?
	□ No (y □ C	select all applicable answers) Policy Strategy ou may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Don't offer flexible arrangements Not a priority Other (provide details):
10.	Do you l	have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	□ No (y □ C □ C	select all applicable answers) Policy Strategy ou 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.		offer any other support mechanisms, other than leave, for employees with family or caring responsibilities ployer-subsidised childcare, breastfeeding facilities)?
	<u> </u>	ou 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 P	lease select what support mechanisms are in place and if they are available at all worksites. Where only one worksite exists, for example a head-office, select "Available at all worksites".
		Employer subsidised childcare Available at some worksites only Available at all worksites On-site childcare Available at some worksites only Available at all worksites Breastfeeding facilities Available at some worksites only Available at all worksites Childcare referral services Available at some worksites only Available at all worksites







	 ☐ Internal support networks for parents ☐ Available at some worksites only ☐ Available at all worksites ☐ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave) Available at some worksites only Available at all worksites
	 ☐ Information packs to support new parents and/or those with elder care responsibilities ☐ Available at some worksites only
	 ☐ Available at 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?
	 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?
	 ☐ 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)



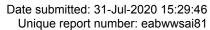


14.



☐ 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 • compressed working weeks • time-in-lieu • telecommuting • part-time work • job sharing • carer's leave • purchased leave • unpaid leave. Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO. Yes, the option/s in place are available to both women and men. No, some/all options are not available to both women AND men. 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.					
	Managers Non-managers				
		Formal	Informal	Formal	Informal
	Flexible hours of work			\boxtimes	
	Compressed working weeks				
	Time-in-lieu			\boxtimes	
	Telecommuting			\boxtimes	
	Part-time work			\boxtimes	
	Job sharing		\boxtimes		
	Carer's leave	\boxtimes		\boxtimes	
	Purchased leave	\boxtimes		\boxtimes	
	Unpaid leave	\boxtimes		\boxtimes	
14.3	You may specify why any of the above option Currently under development, please enter description in the insufficient resources/expertise Not a priority Other (provide details):		-	employees.	
14.4	If your organisation would like to provide add please do so below:	ditional inform	nation relating to	o gender equa	lity indicator 4,

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

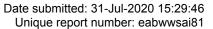






This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	s (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): Informally via a 'ladies lunch' group
	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):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
The popular	reventic	equality indicator 6: Sex-based harassment and discrimination on 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 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):





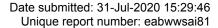


	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		Yes No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
17.	Do 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 17.3% females and 82.7% males.

Promotions

- 2. 21.2% of employees awarded promotions were women and 78.8% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 21.9% of all non-manager promotions were awarded to women.
- 3. 12.2% of your workforce was part-time and 18.2% of promotions were awarded to part-time employees.

Resignations

- 4. 25.5% of employees who resigned were women and 74.5% were men
 - i. 33.3% of all managers who resigned were women
 - ii. 25.0% of all non-managers who resigned were women.
- 12.2% of your workforce was part-time and 15.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 50.0% 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:				
All Staff Town Hall and Internal employee newsletter (Crown Frontline)				
CEO sign off confirmation				
Name of CEO or equivalent:	Confirmation CEO has signed the report:			
Tim Moore-Barton				
CEO signature:	Date:			
GMMR	04 /08/2020			
()	1			