

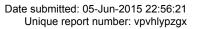




## 2014-15 public report form submitted by Freelancer Limited to the Workplace Gender Equality Agency

### Organisation and contact details

| Organisation registration | Legal name<br>ABN<br>ANZSIC   | Freelancer Limited<br>66141959042<br>6020 Other Information Services |
|---------------------------|---|--|
| Organisation details      | Trading name/s<br>ASX code (if<br>relevant)   | FLN  |
|                           | Postal address  | Level 20, 680 George Street<br>Sydney NSW 2000<br>AUSTRALIA          |
|                           | Organisation phone number   | 02 9692 9980   |
| Reporting structure       | Number of employees covered in this report submission Other organisations reported on in this | 147  |







# Workplace profile Manager

| Managar accumational actagorica   | Deporting level to CEO | Employment 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               |  |  |
|                                   |                        | Full-time permanent | 0 | 6                | 6               |  |  |
|                                   |                        | Full-time contract  | 0 | 0                | 0               |  |  |
| Other executives/General managers | -2                     | Part-time permanent | 0 | 0                | 0               |  |  |
|                                   |                        | Part-time contract  | 0 | 0                | 0               |  |  |
|                                   |                        | Casual              | 0 | 0                | 0               |  |  |
|                                   |                        | Full-time permanent | 1 | 5                | 6               |  |  |
|                                   |                        | 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               |  |  |
| Grand total: all managers         |                        |                     | 1 | 13               | 14              |  |  |





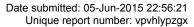
#### Non-manager

| Non-manager occupational       | Employment          | No. of employees (ex appre | No. of gr<br>appli | aduates (if<br>cable) | No. of apprentices (if applicable) |   | Total |           |
|--------------------------------|---------------------|----------------------------|--------------------|-----------------------|------------------------------------|---|-------|-----------|
| categories                     | status              | F                          | M                  | F                     | M                                  | F | М     | employees |
|                                | Full-time permanent | 22                         | 97                 | 2                     | 2                                  | 0 | 0     | 123       |
|                                | Full-time contract  | 0                          | 0                  | 0                     | 0                                  | 2 | 8     | 10        |
| Professionals                  | 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         |
| 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                          | 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 | 0                          | 0                  | 0                     | 0                                  | 0 | 0     | 0         |
|                                | Full-time contract  | 0                          | 0                  | 0                     | 0                                  | 0 | 0     | 0         |
| Clerical and administrative    | 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         |
| Sales                          | Full-time contract  | 0                          | 0                  | 0                     | 0                                  | 0 | 0     | 0         |
|                                | Part-time permanent | 0                          | 0                  | 0                     | 0                                  | 0 | 0     | 0         |





| Non-manager occupational categories | Employment<br>status | No. of employees (excluding graduates and apprentices) |    | No. of graduates (if applicable) |   | No. of apprentices (if applicable) |   | Total employees |  |
|-------------------------------------|----------------------|--|----|----------------------------------|---|------------------------------------|---|-----------------|--|
| categories                          | Sidius               | F  | М  | F                                | М | F                                  | M | employees       |  |
|                                     | 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               |  |
|                                     | 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       |                      | 22   | 97 | 2                                | 2 | 2                                  | 8 | 133             |  |

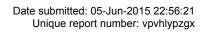






### Reporting questionnaire

| Gender 6              | equality indicator 1: Gender composition of workforce  |
|-----------------------|--|
| Note: /               | Additional help can be accessed by hovering your cursor over question text.  |
|                       | Do you have formal policies or formal strategies in place that SPECIFICALLY RT GENDER EQUALITY in relation to:   |
|                       | Recruitment? (you can select policy and/or strategy options)  Standalone policy  Policy is contained within another policy  Standalone strategy  Strategy is contained within another strategy                       |
| ☐ No, ir ☐ No, d      | currently under development nsufficient human resources staff don't have expertise not a priority  |
|                       | Retention? (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy                            |
| ☐ No, ir<br>☐ No, d   | currently under development nsufficient human resources staff don't have expertise not a priority  |
|                       | Performance management processes?  (you can select policy and/or strategy options)  Standalone policy  Policy is contained within another policy  Standalone strategy  Strategy is contained within another strategy |
| ☐ No, ir ☐ No, d      | currently under development<br>nsufficient human resources staff<br>don't have expertise<br>not a priority   |
| ☐ Yes (<br>[<br>[<br> | Promotions? (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy                           |
| ☐ No, ir ☐ No, d      | currently under development Insufficient human resources staff Idon't have expertise Inot a priority   |







| 1.5 Talent identification/identification of high potentials?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  No No, currently under development  |
|---|
| No, insufficient human resources staff  No, don't have expertise  No, not a priority  |
| 1.6 Succession planning?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  |
| <ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>   |
| 1.7 Training and development?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy   |
| <ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>   |
| 1.8 Resignations?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy   |
| <ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>   |
| <ul> <li>1.9 Key performance indicators for managers relating to gender equality?</li> <li>Yes (you can select policy and/or strategy options)</li> <li>Standalone policy</li> <li>Policy is contained within another policy</li> <li>Standalone strategy</li> <li>Strategy is contained within another strategy</li> </ul> |
| <ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>   |





year the target is to be reached.

| ☐ Yes (                        | Gender equality overall?  you can select policy and/or strategy options)  Standalone policy  Policy is contained within another policy  Standalone strategy  Strategy is contained within another strategy                                |
|--------------------------------|---|
| ☐ No, ir ☐ No, d               | Insufficient human resources staff  Ion't have expertise  Ion a priority  |
|                                | You may provide details of other formal policies or formal strategies that specifically gender equality that may be in place:   |
|                                | Should you wish to provide additional information on any of your responses under equality indicator 1, please do so below:  |
| Gender                         | equality indicator 2: Gender composition of governing bodies  |
| 2<br>body/boa<br>⊠ Yes<br>□ No | Does your organisation, or any organisation you are reporting on, have a governing ard?   |
| governin                       | Please complete the table below. List the names of organisations on whose no bodies/boards you are reporting. For each organisation, enter the gender tion (in numbers, not percentages) of that governing body/board; and where in place |

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the 'Year to be reached' column.

include what percentage target has been set relating to the representation of women, and the

| Organisation |                       | Gender and NUMBER (NOT percentage) of chairperson/s |   | Gender and NUMBER (NOT percentage) of other board members |   | % target for representation of women on each board | Year to be reached   |
|--------------|-----------------------|---|---|---|---|--|--|
|              | name                  | F   | M | F   | M | (enter a percentage number from 0-100)             | (in YYYY<br>format; if no<br>target has<br>been set,<br>leave blank) |
| 1            | Freelancer<br>Limited | 0   | 1 | 0   | 2 | 0  |  |
| 2            |                       |   |   |   |   |  |  |
| 3            |                       |   |   |   |   |  |  |
| 4            |                       |   |   |   |   |  |  |





|    | Organisation name | Gender and NUMBER (NOT percentage) of chairperson/s |   | NUMBE<br>percen<br>other | ler and<br>ER (NOT<br>Itage) of<br>board<br>Inbers | % target for representation of women on each board | Year to be reached                                       |
|----|-------------------|---|---|--------------------------|--|--|--|
|    | name              | F   | M | F                        | M  | (enter a<br>percentage<br>number from<br>0-100)    | format; if no<br>target has<br>been set,<br>leave blank) |
| 5  |                   |   |   |                          |  |  |  |
| 6  |                   |   |   |                          |  |  |  |
| 7  |                   |   |   |                          |  |  |  |
| 8  |                   |   |   |                          |  |  |  |
| 9  |                   |   |   |                          |  |  |  |
| 10 |                   |   |   |                          |  |  |  |
| 11 |                   |   |   |                          |  |  |  |
| 12 |                   |   |   |                          |  |  |  |
| 13 |                   |   |   |                          |  |  |  |
| 14 |                   |   |   |                          |  |  |  |
| 15 |                   |   |   |                          |  |  |  |
| 16 |                   |   |   |                          |  |  |  |
| 17 |                   |   |   |                          |  |  |  |
| 18 |                   |   |   |                          |  |  |  |
| 19 |                   |   |   |                          |  |  |  |
| 20 |                   |   |   |                          |  |  |  |
| 21 |                   |   |   |                          |  |  |  |
| 22 |                   |   |   |                          |  |  |  |
| 23 |                   |   |   |                          |  |  |  |
| 24 |                   |   |   |                          |  |  |  |
| 25 |                   |   |   |                          |  |  |  |
| 26 |                   |   |   |                          |  |  |  |
| 27 |                   |   |   |                          |  |  |  |
| 28 |                   |   |   |                          |  |  |  |
| 29 |                   |   |   |                          |  |  |  |





| Organisation |      | Gender and NUMBER (NOT percentage) of chairperson/s |   | Gender and<br>NUMBER (NOT<br>percentage) of<br>other board<br>members |   | % target for representation of women on each board | Year to be reached   |
|--------------|------|---|---|---|---|--|--|
|              | name | F   | M | F   | M | (enter a percentage number from 0-100)             | (in YYYY<br>format; if no<br>target has<br>been set,<br>leave blank) |
| 30           |      |   |   |   |   |  |  |

|                      |  |  |  |  |                       |        | leave blattk)                           |  |  |  |  |
|----------------------|--|--|--|--|-----------------------|--------|---|--|--|--|--|
|                      |  |  |  |  |                       |        |   |  |  |  |  |
| 30                   |  |  |  |  |                       |        |   |  |  |  |  |
| any<br>tick          | 2.1a If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE.  Yes, the data provided in question 2.1 reflect numbers not percentages.  |  |  |  |                       |        |   |  |  |  |  |
|                      | 2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below:  Governing body has gender balance (e.g. 40% women/40% men/20% either)  Currently under development  Insufficient human resources staff  Don't have expertise  Do not have control over board appointments (provide details why):  |  |  |  |                       |        |   |  |  |  |  |
| $\boxtimes$ (        | <ul> <li>Not a priority</li> <li>○ Other (provide details):</li> <li>Given the size and nature of the current board, the business and the industry we operate and therefore compete for talent, we have determined not to establish measurable objectives for diversity at this level this year.</li> </ul>  |  |  |  |                       |        |   |  |  |  |  |
|                      | 2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report?  Yes  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  No No, in place for some governing bodies No, currently under development No, insufficient human resources staff No, do not have control over board appointments (provide details why):                     |  |  |  |                       |        |   |  |  |  |  |
|                      | <ul> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>   |  |  |  |                       |        |   |  |  |  |  |
| fema<br>Deta<br>worl | 2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1. |  |  |  |                       |        |   |  |  |  |  |
|                      |  |  |  |  | Full<br>time<br>femal | e time | Full- Part-<br>time time<br>males males |  |  |  |  |





|   | Full-<br>time<br>females | Part-<br>time<br>females | Full-<br>time<br>males | Part-<br>time<br>males |
|---|--------------------------|--------------------------|------------------------|------------------------|
| Equity partners who ARE key management personnel (KMPs) (excluding your managing partner) |                          |                          |                        |                        |
| Equity partners who are NOT key management personnel (KMPs)                               |                          |                          |                        |                        |

2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

| Gender ed  | quality indicator 3: Equal remuneration between women and men   |
|--|---|
| 3 Do<br>☐ Yes  | o you have a formal policy or strategy on remuneration generally?   |
|  | Standalone policy Policy is contained within another policy Standalone strategy   |
| □No  | Strategy is contained within another strategy   |
| No, cui No, ins No, inc No, do No, sal No, no  | rrently under development sufficient human resources staff cluded in workplace agreement n't have expertise laries set by awards or industrial agreements n-award employees paid market rate  |
|  | t a priority<br>ner (provide details):  |
| Yes. W   | as a gender remuneration gap analysis been undertaken? /hen was the most recent gender remuneration gap analysis 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, ins ☐ No, do ☐ No, sal agreemen increases ☐ No, sal industrial a increases ☐ No, no ☐ No, no | rrently under development sufficient human resources staff n't have expertise laries for ALL employees (including managers) are set by awards or industrial ats, AND there is no room for discretion in pay changes (for example because pay occur only when there is a change in tenure or qualifications) laries for SOME or ALL employees (including managers) are set by awards or agreements and there IS room for discretion in pay changes (because pay can occur with some discretion such as performance assessments) n-award employees are paid market rate t a priority ner (provide details): |

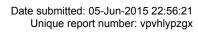
4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:





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

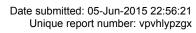
| ☐ Yes☐ No,☐ No,☐ No,☐ No,☐ No,☐ No,☐ No,☐ No,  | n to any governi<br>currently being<br>insufficient hum | ment funded parent<br>considered<br>nan resources staff<br>neme is sufficient<br>to implement |  | leave for PRIMARY me for primary carer                                |                                       |  |  |
|--|---|---|--|---|---------------------------------------|--|--|
| Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?  Yes, one week or greater  Yes, less than one week  No  No, currently being considered  No, insufficient human resources staff  No, government scheme is sufficient  No, don't know how to implement  No, not a priority  No, other (provide details): |   |   |  |   |                                       |  |  |
| 7  |   |   |  |   |                                       |  |  |
| utilised   | parental leave  | (paid and/or unpaid   | 7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period? |   |                                       |  |  |
|  |   |   |  |   |                                       |  |  |
|  |   | Primary carer   | 's leave   | Secondary car   | er's leave                            |  |  |
|  |   | Female  | 's leave<br>Male   | Secondary car<br>Female   | rer's leave<br>Male                   |  |  |
| N  | lanagers  |   | 's leave   | Secondary car   | rer's leave Male 0                    |  |  |
|  | fanagers<br>n-managers                                  | Female  | 's leave<br>Male   | Secondary car<br>Female   | rer's leave<br>Male                   |  |  |
|  | n-managers  What proportion                             | Female 0 1 on of your total work  | Male 0 0   | Secondary car Female 0 0 cess to employer fund                        | er's leave Male 0 2 ded paid parental |  |  |
| Nor  | n-managers  What proportion                             | Female 0 1 on of your total work y carer's leave  | Male 0 0   | Secondary car Female 0 0 cess to employer functions Secondary carer's | er's leave Male 0 2 ded paid parental |  |  |
| Nor  | n-managers  What proportion                             | Female 0 1 on of your total work  | Male 0 0   | Secondary car Female 0 0 cess to employer fund                        | er's leave Male 0 2 ded paid parental |  |  |







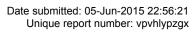
| Do you have a formal policy or formal strategy to support employees with family and caring responsibilities?  |
|---|
| <ul> <li>Yes</li> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>   |
| <ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> <li>No, don't offer flexible arrangements</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>   |
| 11 Do you have any non-leave based measures to support employees with family and caring responsibilities?  ☐ Yes ☐ No   |
| No, currently under development  No, insufficient human resources staff  No, don't have expertise  No, not a priority  No, other (provide details):   |
| 12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?  ☐ Yes ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy   |
| Standalone strategy Strategy is contained within another strategy  No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (provide details):   |
| Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence?  Yes - please indicate the type of measures in place (more than one option can be selected):  Employee assistance program  Access to leave  Training of human resources (or other) staff  Referral to support services  Other (provide details): |
| <ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, not aware of the need</li> </ul>  |







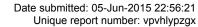
| <ul><li>No, don't have expertise</li><li>No, not a priority</li><li>No, other (provide details):</li></ul>  |              |             |        |          |        |             |        |             |
|---|--------------|-------------|--------|----------|--------|-------------|--------|-------------|
| Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):  |              |             |        |          |        |             |        |             |
| ManagersNon-managersFemaleMaleFemaleMale  |              |             |        |          | ale    |             |        |             |
|   | Formal       | Informal    | Formal | Informal | Formal | Informal    | Formal | Informa     |
| Flexible hours<br>of work   |              |             |        |          |        |             |        |             |
| Compressed working weeks  |              |             |        |          |        |             |        |             |
| Time-in-lieu  |              |             |        |          |        |             |        |             |
| Telecommuting   |              |             |        |          |        |             |        |             |
| Part-time work  |              |             |        |          |        |             |        | $\boxtimes$ |
| Job sharing   |              |             |        |          |        | $\boxtimes$ |        |             |
| Carer's leave   |              |             |        |          |        | $\boxtimes$ |        |             |
| Purchased leave   |              | $\boxtimes$ |        |          |        | $\boxtimes$ |        | $\boxtimes$ |
| Unpaid leave  | Unpaid leave |             |        |          |        |             |        |             |
| 14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:  14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:  Currently under development Insufficient human resources staff Don't have expertise Not a priority Other (provide details):  14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below: |              |             |        |          |        |             |        |             |
| Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace  15 Have you consulted with employees on issues concerning gender equality in your workplace?  Yes No No, not needed (provide details why):  No, insufficient human resources staff No, don't have expertise   |              |             |        |          |        |             |        |             |







| <ul><li>No, not a priority</li><li>No, other (provide details):</li></ul>  |
|--|
| 15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)?  Survey  Consultative committee or group  Focus groups  Exit interviews  Performance discussions  Other (provide details):  |
| 15.2 What categories of employees 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 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below:   |
| Gender equality indicator 6: Sex-based harassment and discrimination   |
| Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention?  Yes Standalone policy Policy is contained within another policy Standalone strategy   |
| Strategy is contained within another strategy  No  No, currently under development  No, insufficient human resources staff  No, included in workplace agreement  No, don't have expertise  No, not a priority  No, other (provide details):  |
| Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?  Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected):  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details): |



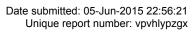




|             | No   |  |
|-------------|------|--|
| $\boxtimes$ | No,  | currently under development  |
|             | No,  | insufficient human resources staff   |
|             | No,  | don't have expertise   |
|             | No,  | not a priority   |
|             | No,  | other (provide details):   |
|             |      |  |
| 17.         |      | Should you wish to provide additional information on any of your responses under |
| Gei         | ndei | r equality indicator 6, please do so below:                                      |

#### Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)







#### **Notification and access**

| List of employee organisations         |             |
|--|-------------|
| CEO sign off confirmation              |             |
| Name of CEO or equivalent              | Matt Barrie |
| Confirmation CEO has signed the report | Yes         |
| CEO Signature:                         | Date:       |