



Public report

2019-20

Submitted by

Legal Name: Tully Sugar Limited







Organisation and contact details

Submitting organisation details	Legal name	Tully Sugar Limited
	ABN	92011030256
	ANZSIC	C Manufacturing 1181 Sugar Manufacturing
	Business/trading name/s	Tully Sugar Limited
	ASX code (if applicable)	
	Postal address	PO Box 441 TULLY QLD 4854 AUSTRALIA
	Organisation phone number	0740684759
Reporting structure	Number of employees covered by this report	333



Workplace profile

Manager

					No. of employees
Manager occupational categories	Reporting level to CEU	Employment status	F	M	Total employees
		Full-time permanent	0	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	4	2
		Full-time contract	0	0	0
Key management personnel	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	
		Full-time contract	0	0	0
	-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers		Full-time permanent	0	8	8
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	17	18
		Full-time contract	0	0	0 7 3 10
Other managers	ဇှ	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			2	31	33



Workplace profile

Non-manager

	Cont. In Million 1995	No. of employees (exclud	es (excluding graduates and apprentices)	No. of graduates	No. of graduates (if applicable)	No. of apprenti	No. of apprentices (if applicable)	
Non-manager occupational categories	Employment status	THE REAL PROPERTY.	M	F - 1	W	F	M	i otal employees
	Full-time permanent	5	13	0	0	0	0	18
	Full-time contract	0	.1	0	0	0	0	
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	3	57	0	0	0	19	79
	Full-time contract	0	2	0	0	0	0	2
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	8	4	0	0	0	0	12
	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 1	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	5	0	0	0	0	5
	Full-time contract	0	1	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



			7 H		111111111111111111111111111111111111111		1.	
Man de paragraph and paragraph and the paragraph	Constantantant efeties	No. of employees (exclud	ing graduates and apprentices)	No. of graduate	s (II applicable)	No. or apprentic	ses (il applicable)	Total amplanae
Northianagei eccupational calegonies	Emproyment status		M	F	M	F	M	rotal chilproyees
	Full-time permanent	4	78	0	0	0	7	89
	Full-time contract	19	74	0	0	0	0	63
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		39	235	0	0	0	26	300





Reporting questionnaire

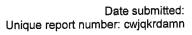
Gender equality indicator 1: Gender composition of workforce

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.
- Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

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







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





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

IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	Non-managers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	0	2	1	2	
Permanent/ongoing part-time employees	0	0	0	0	
Fixed-term contract full-time employees	0	0	0	0	
Fixed-term contract part-time employees	0	0	0	0	
Casual employees	0	0	0	0	

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	2	1
Number of appointments made to NON-MANAGER roles (including promotions)	3	24

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

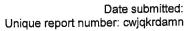
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	0	2	15
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.



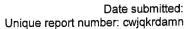




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

	Tully Sugar Limited				
l b.1	What gender is the Chair on this gov Chair at your last meeting)?	erning body (if the role of the Chair ro	otates, enter the gender of the		
		Female	Male		
	Number	0	1		
1c.1	How many other members are on this	s governing body (excluding the Cha	ir/s)?		
		Female	Male		
	Number	0	4		
ld.1	Has a target been set to increase the representation of women on this governing body? ☐ Yes ☐ No (you may specify why a target has not been set)				
	 ☐ Currently under developmen ☐ Insufficient resources/experti ☑ Do not have control over gov Board appointments are ma ☐ Not a priority ☐ Other (provide details): 	rerning body/board appointments (provid de by owner COFCO	npleted		
g.1	Are you reporting on any other organ ☐ Yes ☑ No	disations in this report:			
?	Do you have a formal selection polic organisations covered in this report	y and/or formal selection strategy for ?	governing body members for		
	☐ Yes (select all applicable answers) ☐ Policy				
	Strategy No (you may specify why no formal	selection policy or formal selection strate	egy is in place)		
	No (you may specify why no formal ☐ In place for some governing ☐ Currently under developmen	t, please enter date this is due to be cor			
	No (you may specify why no formal ☐ In place for some governing ☐ Currently under developmen ☐ Insufficient resources/expert	bodies t, please enter date this is due to be cor ise /erning body appointments (provide deta	mpleted		







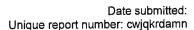
⊠ No

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.

3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	_	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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):
4.	Have y	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	⊠ Ye	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): All non-staff employees paid under EA
		(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
	qualifi IS roo	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 there m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) Non-award employees paid market rate
	4.04	 Not a priority Other (provide details): You may provide details below on the type of gender remuneration gap analysis that has been undertaken
	4.01	(for example like-for-like and/or organisation-wide).
	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





4.2



 Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Analysed performance pay to ensure there is no gender bias (including unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any organisation-wide gaps Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) externally Corrected like-for-like gaps Conducted a gender-based job evaluation process Implemented other changes (provide details): No (you may specify why no actions were taken resulting from your remuneration gap analysis) No unexplainable or unjustifiable gaps identified Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries set by awards/industrial or workplace agreements Non-award employees are paid market rate Unable to address cause/s of gaps (provide details why): Not a priority Other (provide details): 	
If your organisation would like to provide additional information relating to gender equality indicator please do so below:	3,

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

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements 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.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	 Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
	☐ Insufficient resources/expertise ☑ Government scheme is sufficient



6.



☐ Not a priority
Other (provide details):
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):

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 ca	rer's leave	Sec	condary carer's leave
	Female	Male	Fema	ale 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 ca	Primary carer's leave		carer's leave
	Female	Male	Female	Male
Non-managers	0	0	0	0

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

 Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.

• "Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0

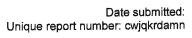
8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?

 Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.

 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

9. Do you have a formal policy and/or formal strategy on flexible working arrangements?







	 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 ☐ Don't offer flexible arrangements ☐ Not a priority ☒ Other (provide details): Informal arrangements are considered on a case by case basis
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 ✓ Yes (select all applicable answers) ✓ Policy ─ Strategy ☐ 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.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	 Yes No (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):
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority ☑ Other (please provide details): Employee assistance programme - counselling
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice

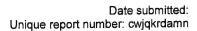


14.



□No	☐ Protection from any adverse action or disconsisted in Provision of financial support (e.g. advance) ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or ☐ Other (provide details): Leave as per NES (you may specify why no other support mechans ☐ Currently under development, please enter ☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):	e bonus payment nurse) nisms are in plac	or advanced pa	у)	iolence
AND	e any of the following options are available men? flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. sns may be offered both formally and/or infoxample, if time-in-lieu is available to women	rmally.			
⊠ Ye □ No 14.1	es, the option/s in place are available to both wo b, some/all options are not available to both wor Which options from the list below are avai • Unticked checkboxes mean this op	men AND men. lable? Please tid	ck the related cl lable to your en	neckboxes. nployees.	
□ No	o, some/all options are not available to both wor	nen AND men. lable? Please tic tion is NOT avai	lable to your en	nployees.	nanagers
□ No	o, some/all options are not available to both wor	nen AND men. lable? Please tic tion is NOT avai Man	lable to your en	Non-m	nanagers Informal
□ No	which options are not available to both wor Which options from the list below are avai Unticked checkboxes mean this op	nen AND men. lable? Please tic tion is NOT avai Mar	lable to your en nagers Informal	Non-m	Informal
□ No	Which options are not available to both wor Which options from the list below are avai Unticked checkboxes mean this op	nen AND men. lable? Please tiction is NOT avai Man Formal	lable to your en	Non-m	Informal 🖂
□ No	Which options from the list below are available to both work Unticked checkboxes mean this op Flexible hours of work Compressed working weeks	lable? Please tiction is NOT avai	nagers Informal	Non-m Formal	Informal
□ No	Which options are not available to both wor Which options from the list below are avai Unticked checkboxes mean this op Flexible hours of work Compressed working weeks Time-in-lieu	lable? Please tiction is NOT avai	lable to your en	Non-m Formal	Informal
□ No	Which options are not available to both work Which options from the list below are avai Unticked checkboxes mean this op Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting	nen AND men. lable? Please tiction is NOT avai Mar Formal	lable to your en	Non-m Formal	Informal Informal
□ No	Which options from the list below are available to both work Unticked checkboxes mean this op Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work	lable? Please tiction is NOT avai	lable to your en	Non-m Formal	Informal Informal
□ No	Which options from the list below are available to both work Unticked checkboxes mean this op Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing	Man AND men. lable? Please tiction is NOT avai Man Formal	agers Informal	Non-m Formal	Informal Informal Informal
□ No	Which options from the list below are available to both work Unticked checkboxes mean this op Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave	Man AND men. Iable? Please tiction is NOT avairable.	lable to your en	Non-m Formal	Informal Informal
□ No	Which options from the list below are available to both work Unticked checkboxes mean this op Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing	Man AND men. lable? Please tiction is NOT avai Man Formal	agers Informal	Non-m Formal	Informal Informal Informal

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:



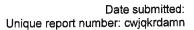




Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

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

15.	Have y	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Yes □ No	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): Safety and other general topic forums such as toolbox talks
	15.2	Who did you consult?
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Gen	der	equality indicator 6: Sex-based harassment and discrimination
particit	oation.	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 strateg 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?
	⊠ Yes	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):
	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:

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 3. 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 12.3% females and 87.7% males.

Promotions

- 2. 20.0% of employees awarded promotions were women and 80.0% were men
 - 0.0% of all manager promotions were awarded to women
 - 33.3% of all non-manager promotions were awarded to women.
- 0.0% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 16.7% of employees who resigned were women and 83.3% were men
 - 100.0% of all managers who resigned were women
 - 11.8% of all non-managers who resigned were women.
- 0.0% of your workforce was part-time and 0.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- N/A women who utilised parental leave ceased employment before returning to work
- N/A men who utilised parental leave ceased employment before returning to work
- N/A managers who utilised parental leave and ceased employment before returning to work were women
- N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access		
List of employee organisations:		
AWU, AMWU, ETU		
Tianchi Yu		
Name of CEO or equivalent:	Confirmation CEO has signed the report:	
CEO signature:	Date:	
13,100	31 July 2020	