



Date Created: 09-06-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

Nine Entertainment Co. Pty Ltd 59122205065

Caradvice.Com Pty Limited 84116608158

Stan Entertainment Pty Ltd 94168856924

Pedestrian Group Pty Ltd 60112839568

Channel 9 South Australia Pty Limited 26007577880

Fairfax Media Publications Pty Limited 33003357720

Fairfax Digital Australia & New Zealand Pty Limited 34087887456

Radio 3Aw Melbourne Pty Limited 47006962358

Radio 4Bc Brisbane Pty Limited 18009662784

Radio 6Pr Perth Pty Limited 64008829927

The Age Company Pty Limited 85004262702

Nine Radio Syndication Pty Ltd 14002015821

Fairfax Media Management Pty Limited 11124337239

Fairfax Media Events Pty Limited 31104735766

Nine Radio Operations Pty Ltd 64006806088



Date Created: 09-06-2023

Nine Entertainment Co. Holdings Limited 60122203892

Nine Digital Pty Limited 33077753461

Radio 2Gb Sydney Pty Ltd 89010853317

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy

Retention: Yes

Policy

Performance management processes: No

Currently under development

Estimated Completion Date: 2024-07-01

Promotions: Yes.

Policy

Talent identification/identification of high potentials: YesPolicy

Succession planning: Yes

Policy; Strategy

Training and development: Yes

Policy

Key performance indicators for managers relating to gender equality: No

2. **Do you have a formal policy and/or formal strategy in place that supports gender equality overall?**

YesPolicy

4. **If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

Governing Bodies

Organisation: Nine Entertainment Co. Pty Ltd

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|--------|-------------------|-----------------|-------------------|
| Chair | Female (F) | Male (M) | Non-Binary |
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Caradvice.Com Pty Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Date Created: 09-06-2023

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Stan Entertainment Pty Ltd

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| Chair | Female (F) | Male (M) | Non-Binary |
|--------|------------|----------|------------|
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Pedestrian Group Pty Ltd

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| Chair | Female (F) | Male (M) | Non-Binary |
|--------|------------|----------|------------|
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Channel 9 South Australia Pty Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| Chair | Female (F) | Male (M) | Non-Binary |
|--------|------------|----------|------------|
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Fairfax Media Publications Pty Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Fairfax Digital Australia & New Zealand Pty Limited

1. Name of the governing body: Nine Entertainment Co. Holdings Limited

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

Selected value: Policy; Strategy

Organisation: Radio 3Aw Melbourne Pty Limited**1. Name of the governing body:** Nine Entertainment Co. Holdings Limited**2. Type of the governing body:** Board of Directors**3. Specified governing body type:****Number of governing body chair and member by gender:**

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Radio 4Bc Brisbane Pty Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|-------------------|-----------------|-------------------|
| Chair | Female (F) | Male (M) | Non-Binary |
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Date Created: 09-06-2023

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Radio 6Pr Perth Pty Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

Date Created: 09-06-2023

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: The Age Company Pty Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| Chair | Female (F) | Male (M) | Non-Binary |
|--------|------------|----------|------------|
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Nine Radio Syndication Pty Ltd

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| Chair | Female (F) | Male (M) | Non-Binary |
|--------|------------|----------|------------|
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Fairfax Media Management Pty Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Fairfax Media Events Pty Limited

1. Name of the governing body: Nine Entertainment Co. Holdings Limited

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Nine Radio Operations Pty Ltd

1. Name of the governing body: Nine Entertainment Co. Holdings Limited

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Nine Entertainment Co. Holdings Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 3 | Non-Binary 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Date Created: 09-06-2023

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Nine Digital Pty Limited

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|---------------|-------------------|-----------------|-------------------|
| Chair | Female (F) | Male (M) | Non-Binary |
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

Organisation: Radio 2Gb Sydney Pty Ltd

1.Name of the governing body: Nine Entertainment Co. Holdings Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| Chair | Female (F) | Male (M) | Non-Binary |
|--------|------------|----------|------------|
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 3 | 0 |

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy; Strategy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy; Strategy

- 1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

No Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

2. What was the snapshot date used for your Workplace Profile?

31/03/2023

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Work is currently being done in stages on analysing the 'Like-for-Like' pay gaps in across the organisation. This is following an on-going implementation of a salary classification structure based on job size.

Employer action on pay equality

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

No

Salaries for SOME employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)Non-award employees paid market rateSalaries for SOME employees (including managers) are set by awards or industrial agreements and there is NO room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Date Created: 09-06-2023

Work is currently being done in stages on analysing the 'Like-for-Like' pay gaps in across the organisation. This is following an on-going implementation of a salary classification structure based on job size. The format of the annual Remuneration Review process also provides managers with an overview of their team's remuneration and and makes visible potential pay gaps in like-for-like roles where identified.

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

- 1.1 How did you consult employees?

Consultative committee or group; Survey; Other

Other:

- 1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Yes

Date:08/07/2022

Shareholder:

Yes

Date:08/07/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Yes

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Flexible Work

Flexible Working

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

Yes

Policy

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

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

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: No specific targets are set. Managed between Manager and Employee as appropriate

Date Created: 09-06-2023

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

No

Not a priority

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

Yes

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

No

Other

Other: No specific targets are set. Managed between Manager and Employee as appropriate

Team-based training is provided throughout the organisation

Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available; Informal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men
Formal options are available; Informal options are available

Purchased leave: Yes

SAME options for women and men
Formal options are available

Remote working/working from home: Yes

SAME options for women and men
Informal options are available

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men
Formal options are available; Informal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

Don't know / Not applicable

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer definition

1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes

Date Created: 09-06-2023

- 1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:**
All, regardless of gender
- 1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:**
Birth; Adoption; Surrogacy; Stillbirth
- 1.1.c. How do you pay employer funded paid parental leave to primary carers?**
Paying the employee's full salary
- 1.1.d. Do you pay superannuation contribution to your primary carers while they are on parental leave?**
Yes, on employer funded parental leave; Yes, on government funded parental leave; Yes, on unpaid parental leave
- 1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?**
16
- 1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?**
91-100%
- 1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**
Yes
How long is the qualifying period (in months)?
- 1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**
Yes
Within 12 months
- 1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?**
Yes
- 1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:**
All, regardless of gender
- 1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:**
Birth; Adoption; Surrogacy; Stillbirth
- 1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**
Paying the employee's full salary

Date Created: 09-06-2023

1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?

Yes, on employer funded parental leave; Yes, on government funded parental leave

1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?

2

1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?

91-100%

1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

12

1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months

2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

2.1. Employer subsidised childcare

Yes

Available at SOME worksites

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

2.5. Coaching for employees on returning to work from parental leave

No

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

2.7. Internal support networks for parents

Yes

Available at SOME worksites

2.8. Information packs for new parents and/or those with elder care responsibilities

No

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

Yes

Available at SOME worksites

2.13. On-site childcare

No

2.14. Other details: Yes

Available at ALL worksites

Provide Details:Comprehensive Employee Assistance Program (EAP) which include: Family, Money, Nutrition and Lifestyle, Conflict, Career, and Legal

assistance. Can be accessed while on parental leave as well.

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Managers:

Yes

Varies across business units

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Strategy

2. **Other than a formal policy and/or formal strategy, do you have the following 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

No

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

No

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Provision of financial support (e.g. advance bonus payment or advanced pay)

No

Flexible working arrangements

Yes

Offer change of office location

No

Access to medical services (e.g. doctor or nurse)

No

Training of key personnel

No

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

No

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How many days are provided? 10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Access to unpaid leave

Yes

Is the leave period unlimited?

Other: No

Provide Details:

Date Created: 09-06-2023

2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

Informal arrangements between Management and Employees are used where practicable.