



2015-16 public report form submitted by The Reject Shop Limited to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	The Reject Shop Limited 33006122676 4260 Department Stores
Organisation details	Trading name/s ASX code (if relevant)	The Reject Shop TRS
	Postal address	245 Racecourse Road KENSINGTON VIC 3031 Australia
	Organisation phone number	(03) 9371 5555
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this report	5,830





Workplace profile Manager

Manager occupational categories		The state of the s	Company of the last of the las	D. ON.	No. of employees
	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	0	1	J
		Full-time contract	0	0	0
eilenfact of Ducinese in Australia	0	Part-time permanent	0	0	0
CEO/nead of business in Australia)	Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	9	6
		Full-time contract	0	0	0
language transmission and	7	Part-time permanent	0	0	0
ney management personner		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	7	20	27
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Senior Managers		Full-time permanent	0	2	2
		Full-time contract	0	0	0
	e,	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
		Full-time contract	0	1	-
	-2	Part-time permanent	0	0	0
	ı	Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	7	38	45
		Full-time contract	0	0	0
Other menadore	ကု	Part-time permanent	1	0	
Office Indiagers	明9	Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	204	159	363
		Full-time contract	0	0	0
	4	Part-time permanent	0	0	0
	Constant	Part-time contract	0	0	0
		Casual	0	0	0

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Manager occupational categories	Reporting level to CEO	Employment et al		No. c	No. of employees
	O O D level Bringles	Chiphoyinent status	F	W	Total employees
		Full-time permanent	232	118	350
		Full-time contract	0	0	0
	-5	Part-time permanent	4	,	2
		Part-time contract	0	0	0
		Casual	0	0	0
nd total: all managers			458	348	806

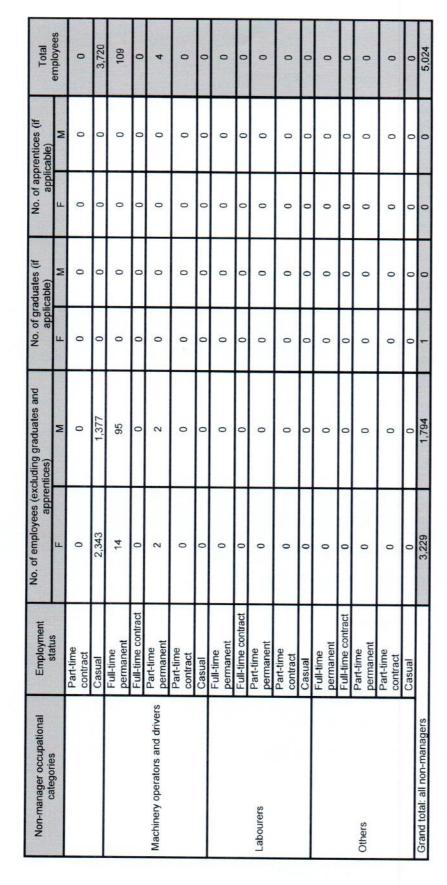


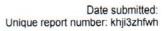
Date submitted: Unique report number: khji3zhfwh

Non-manager

Non-manager occupational	Employment	No. of employees (ex	No. of employees (excluding graduates and apprentices)	No. of gra	No. of graduates (if applicable)	No. of application	No. of apprentices (if applicable)	Total
categories	status	F	M	F	M	4	Σ	ellipioyees
	Full-time	25	40	-	0	0	0	99
	Full-time contract	0	0	0	0	0	0	0
	Part-time	-	c	c	Û	0	0	,
Professionals	permanent				•	,		
	Part-time	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time	c	11	0	0	0	0	11
	permanent			,				
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time	0	0	0	0	0	0	0
	Part-time	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time	0	0	0	0	0	0	0
	permanent	c	c	c	C	0	0	0
	Full-time contract		0	,	,			
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	30	10	0	0	0	0	40
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	41	0	0	0	0	0	14
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	92	41	0	0	0	0	117
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time	724	218	0	0	0	0	942







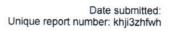




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

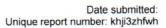
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.2 Retention? ☐ 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
1.3 Performance management processes? ☐ 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
1.4 Promotions? ☐ 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
1.5 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 ☐ No
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
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
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
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
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.9 Key performance indicators for managers relating to gender equality? ⊠ 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
1.10 Gender equality overall? ☐ 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

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:

The Reject Shop places strong emphasis on its Code of Conduct and Bullying, Discrimination & Harassment Policy, both of which support gender equality at all levels of the business and is strongly linked to the Equal Employment Opportunity and Anti Discrimination Legislation.

1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through

recruitment exercises, cold canvassing, previously-submitted resumes.

	Manag	ers	Non-mar	nagers
	Female	Male	Female	Male
NUMBER of appointments made	141	112	1415	837

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

No cell should be left blank, please enter '0' (zero) where there is no data.

Sell should be left blank, please enter a (25kg	Manag	gers	Non-mar	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	77	50	9	7
Permanent/ongoing part-time employees	1	0	6	4
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

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)





No cell should be left blank, please enter '0' (zero) where there is no data.

	Manag	gers	Non-mar	nagers
	Female	Male	Female	Mal
Permanent/ongoing full-time employees	74	78	22	20
Permanent/ongoing part-time employees	0	0	151	68
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	543	367

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.





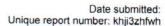
	Organisation	Gender and NUMBER of chairperson/s (NOT percentage) Organisation name		NUMBE gove body membe	er and R of other arning /board ers (NOT entage)	% target for representation of women on each governing body/board	Year to be reached
	name	F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format, if no target has been set, leave blank)
01	The Reject Shop Limited	0	1	1	2	0	Dialiny
02							
03							
04							
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21							
22							
23							





	Organisation	NUME chairpe (N	er and BER of erson/s OT ntage)	NUMBE gove body member	ler and R of other erning /board ers (NOT entage)	% target for representation of women on each governing body/board	Year to be reached
	name	F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
24							
25							
26							
27							
28							
29							
30							

If a target relating to the representation of women has not been set for any of the governing bodies listed above, you may specify why below: Governing body/board 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 governing body/board appointments (provide details why):)
 Not a priority ✓ Other (provide details): The objective of the board is to select the best qualified person 	
Do you have a formal selection policy and/or formal selection strategy for govern body/board members for ALL organisations covered in this report? 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	ing
 No No, in place for some governing bodies/boards No, currently under development No, insufficient human resources staff No, do not have control over governing body/board appointments (provide details why 	y):
 No, don't have expertise No, not a priority No, other (provide details): 	







2.4 Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

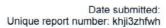
NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full- time females	Part- time females	Full- time males	Part- time male:
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

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

Gender equality indicator 3: Equal remuneration between women and men

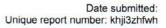
3 □ Yes (Do you have a formal policy and/or formal strategy on remuneration generally? you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
□No	Strategy is contained within another strategy
No, con No, ir No, ir No, do No, so No, no N	currently under development insufficient human resources staff included in workplace agreement identity have expertise calaries set by awards or industrial agreements incon-award employees paid market rate into a priority other (provide details):
to deterr	Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis mine whether there are any gaps between what women and men are paid.) When 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	







No, insufficient human resources staff No, don't have expertise
 No, salaries for ALL 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) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (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
Do you provide employer funded paid parental leave for PRIMARY CARERS, 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 primar carer):
☐ By paying the gap between the employee's salary and the government's paid
parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
 ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination) ☐ No ☐ 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):
5.1 Please indicate the MINIMUM number of weeks of EMPLOYER FUNDED paid parental leave that is provided for primary carers.
Optional: If you wish to provide additional details on the eligibility period/s and the maximum number of paid parental leave offered to primary carers, please do so below:
5.1a What is the eligibility period for employees to access the MINIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MINIMUM amount - in months)?
5.1b If you offer different amounts of employer funded paid parental leave, what is the MAXIMUM number of weeks of employer funded paid parental leave that is provided for primary carers (in weeks)?







- 5.1c What is the eligibility period for employees to access the MAXIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MAXIMUM amount in months)?
- 5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you must include casuals when working out the proportion. For example, if ALL employees have access to employer funded paid parental leave for PRIMARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

You may enter a number that represents the actual percentage of employees, or round the number to the nearest 10th percentile, e.g. if 23.4% enter 20; if 45.7% enter 50).

	100
Percentage:	100

Yes	Do you provide employer funded paid parental leave for SECONDARY Con to any government funded parental leave scheme for secondary carers? es, one week or greater (please go to 6.1) es, less than one week (please go to 6.2)	ARERS, ir
No, No, No, No, No,	o, currently being considered o, insufficient human resources staff o, government scheme is sufficient o, don't know how to implement o, not a priority o, other (provide details):	

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 (this is to include employees still on parental leave who commenced this leave in another reporting period)?

No cell should be left blank, please enter '0' (zero) where there is no data.

	Primary carer's leave		Secondary carer's leav		
	Female	Male	Female	Male	
Managers	43	0	0	1	
Non-managers	139	0	0	0	

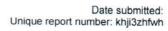
8 Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

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

No cell should be left blank, please enter '0' (zero) where there is no data.

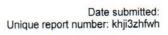
	Female	Male
Managers	4	0
Non-managers	14	0







Do you have a formal policy and/or formal strategy on flexible working arranged 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	ments?
 No, currently under development No, insufficient human resources staff 	
No, included in workplace agreement	
No, don't have expertise	
No, don't offer flexible arrangements	
No, not a priority	
No, other (provide details):	
10 Do you have a formal policy and/or formal strategy to support employees with for caring responsibilities?	amily
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, included in workplace agreement	
No, don't have expertise	
No, not a priorityNo, other (provide details):	
□ No, other (provide details).	
Do you have any non-leave based measures to support employees with family caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referservices)? ☐ Yes ☐ No	or ral
☐ No, currently under development	
No, insufficient human resources staff	
No, don't have expertise	
No, not a priority	
No, other (provide details):	
Do you have a formal policy and/or formal strategy to support employees who a experiencing family or domestic violence?	re
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, included in workplace agreement No, not aware of the need 	
☐ No, don't have expertise	
□ No, not a priority	
No, other (please provide details):	







Other than a policy and/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 (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
Confidentiality of matters disclosed
Referral of employees to appropriate domestic violence support services for
expert advice
Protection from any adverse action or discrimination based on the disclosure of
domestic violence
Flexible working arrangements
Provide financial support (e.g. advance bonus payment or advanced pay)
Provide ilitarical support (e.g. advance bonds payment of davances pay)
Offer change of office location
Emergency accommodation assistance
Access to medical services (e.g. doctor or nurse)
Other (provide details):
□No
No, currently under development
☐ No, insufficient human resources staff
☐ No, not aware of the need
No, don't have expertise
No, not a priority
No, other (provide details):
INO, Other (provide details).
The second of the should be seen in the table below to indicate which amplement terms
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

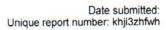
indicates that a particular employment term, condition or practice is not in place):

maioatoo tiiat a p			agers			Non-ma	anagers	
	Fer	nale		ale	Fer	nale	Male	
	Formal	Informal	Formal	Informal	Formal	Informat	Formal	Informal
Flexible hours of work								
Compressed working weeks								
Time-in-lieu	\boxtimes							
Telecommuting								
Part-time work	\boxtimes		\boxtimes		\boxtimes		\boxtimes	
Job sharing		\boxtimes						\boxtimes
Carer's leave								
Purchased								





	Fel	Man male	agers M	lale	Eo	Non-ma	anagers	
		Informal	The second secon	Informal		Informal		Male Int
leave								
Unpaid leave								
pour employees, Paid Parental Le 14.2 Where e employees for ar Currently und Insufficient hu Don't have ex Not a priority	mploymer my of the ca er develor iman reso expertise	provide de nt terms, co ategories li oment	onditions of sted abov	or practices	are not a	vailable to		ole to
Other (provident) 14.3 Should y gender equality in	ou wish to	provide ad please do	dditional ir so below	nformation (on any of	your respo	nses unde	er
Gender equality i equality in the wo	ndicator 5 orkplace	: Consultat	ion with e	mployees o	on issues	concerning	gender	
15 Have you workplace? ☐ Yes ☐ No, not neede				issues con	cerning g	ender equa	ality in you	ır
☐ No, insufficien ☐ No, don't have ☐ No, not a prior ☐ No, other (pro	e expertise rity)	taff					
15.3 Should yo gender equality in	ou wish to adicator 5,	provide ad please do	lditional in so below:	formation o	on any of y	our respor	nses unde	er
Gender equality in	ndicator 6:	Sex-base	d harassm	nent and dis	scriminatio	on		
Yes (you can s	vention? select policialone polici is contain alone strat gy is conta	cy and/or s cy ed within a egy ained withir	trategy op	licy	on sex-b	ased haras	ssment an	ıd
No, insufficient No, included in	human re	esources st	aff nt					







 No, don't have expertise No, not a priority No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy? ☑ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
17 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 No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
17.1 Should you wish to provide additional information on any of your responses under gender 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.)





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the
 portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions
 will only reflect the data contained in the report.
- If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 63.3% females and 36.7% males.

Promotions

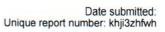
- 2. 60.4% of employees awarded promotions were women and 39.6% were men
 - i. 60.9% of all manager promotions were awarded to women
 - ii. 57.7% of all non-manager promotions were awarded to women.
- 3. 16.6% of your workforce was part-time and 7.1% of promotions were awarded to part-time employees.

Resignations

- 4. 59.7% of employees who resigned were women and 40.3% were men
 - 48.7% of all managers who resigned were women
 - ii. 61.1% of all non-managers who resigned were women.
- 5. 16.6% of your workforce was part-time and 16.6% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- . 9.9% of all women who utilised parental leave and ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave and ceased employment before returning to work
- 9.1% of all managers who utilised parental leave and ceased employment before returning to work were women
- 10.1% of all non-managers who utilised parental leave and ceased employment before returning to work were women.







Notification and access

List of employee organisations	SDA NUW
CEO sign off confirmation	
Name of CEO or equivalent Coss Sub Avo Confirmation CEO has signed the report	Ross Sudano Yes
CEO Signature: Succession.	Date: 14/6/16.