



Date Created: 30-05-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**





Date Created: 30-05-2023

# 2022 - 23 Gender Equality Reporting

## Submitted By:

DuluxGroup (Australia) Pty Ltd 67000049427

B&D Australia Pty Ltd 25010473971

Parchem Construction Supplies Pty Ltd 80069961968

Lincoln Sentry Group Pty Ltd 59010624389

DuluxGroup Limited 42133404065

DULUXGROUP (SERVICES AUSTRALIA) PTY LTD 63644665743

# #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

Strategy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Strategy

**Promotions:** Yes.

Strategy

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Strategy

**Key performance indicators for managers relating to gender equality:** YesStrategy

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

YesPolicy; Strategy

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

DuluxGroup recognises the value of a diverse and inclusive workforce to our ongoing success.

Our leaders are committed to achieving gender diversity in the organisation. We have made significant progress, including doubling the percentage of women in Senior Leadership (Top 200) in the last 5+ years.

Our ongoing priority areas are:

- embedding a culture of diversity, equity and belonging;
- increasing the percentage of women in leadership;

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- attracting more women into traditionally male-dominated areas and roles.

DuluxGroup Limited is run as a standalone partner company of Nippon Paint Group, listed in Japan and majority Singaporean owned.

While the Board of Directors meets to sign off delegated authority and strategy, operational governance of the organisation, as a standalone partner company, is by the

management committee, the DuluxGroup Executive.

## Governing Bodies

**Organisation:** DuluxGroup (Australia) Pty Ltd

**1.Name of the governing body:** Management Committee

**2.Type of the governing body:** Management committee

**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 |
|        | 4          | 9        | 0          |

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**Other value:**

**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:**

Other

**Other value:** Our ambition is for Gender Balance in Leadership.

**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

**Other value:**

**Organisation:** B&D Australia Pty Ltd

**1.Name of the governing body:** Management Committee

**2.Type of the governing body:** Management committee

**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 |
|        | 4          | 9        | 0          |

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**Other value:**

**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:**

Other

**Other value:** Our ambition is for Gender Balance in Leadership.

**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

**Other value:**

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**Organisation:** Parchem Construction Supplies Pty Ltd

**1.Name of the governing body:** Management Committee

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

|               |                        |                      |                        |
|---------------|------------------------|----------------------|------------------------|
| <b>Chair</b>  | <b>Female (F)</b><br>0 | <b>Male (M)</b><br>1 | <b>Non-Binary</b><br>0 |
| <b>Member</b> | <b>Female (F)</b><br>4 | <b>Male (M)</b><br>9 | <b>Non-Binary</b><br>0 |

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**Other value:**

**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:**

Other

**Other value:** Our ambition is for Gender Balance in Leadership.

**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

**Other value:**

**Organisation:** Lincoln Sentry Group Pty Ltd

**1.Name of the governing body:** Management Committee

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

|               |                        |                      |                        |
|---------------|------------------------|----------------------|------------------------|
| <b>Chair</b>  | <b>Female (F)</b><br>0 | <b>Male (M)</b><br>1 | <b>Non-Binary</b><br>0 |
| <b>Member</b> | <b>Female (F)</b><br>4 | <b>Male (M)</b><br>9 | <b>Non-Binary</b><br>0 |

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**Other value:**

**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:**

Other

**Other value:** Our ambition is for Gender Balance in Leadership.

**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

**Other value:**

**Organisation:** DuluxGroup Limited

**1. Name of the governing body:** Board of Directors

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

|              |                        |                      |                        |
|--------------|------------------------|----------------------|------------------------|
| <b>Chair</b> | <b>Female (F)</b><br>0 | <b>Male (M)</b><br>1 | <b>Non-Binary</b><br>0 |
|--------------|------------------------|----------------------|------------------------|

| Member | Female (F) | Male (M) | Non-Binary |
|--------|------------|----------|------------|
|        | 0          | 6        | 0          |

**4. Formal section policy and/or strategy:** No

**Selected value:** Other

**Other value:** Nippon Paints appoints Board members

**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:**

Other

**Other value:** Nippon Paints appoints Board members

**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?**

No

**Selected value:** Other

**Other value:** Nippon Paints appoints Board members

**Organisation:** DULUXGROUP (SERVICES AUSTRALIA) PTY LTD

**1. Name of the governing body:** Management Committee

**2. Type of the governing body:** Management committee

**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 |
|        | 4          | 9        | 0          |

**4. Formal section policy and/or strategy:** Yes



**Selected value:** Strategy

**Other value:**

**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:**

Other

**Other value:** Our ambition is for Gender Balance in Leadership.

**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

**Other value:**

**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

Strategy

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

Yes

To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

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

2023-03-31

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

We conduct a like-for-like gap analysis on the same job roles across all genders.

We have pay parity in like-for-like roles.

## 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)?**

Yes

**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

**1.2 Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed commencement salaries by gender to ensure there are no pay gaps; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the executive; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

**1.3 What type of gender remuneration gap analysis has been undertaken?**

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

DuluxGroup is committed to equal pay for work of equal value, regardless of gender or other characteristics. We actively consider gender pay equity, using data, through our salary review process. Our analysis shows that we pay equitably, in like for like roles.

## 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?**

Exit interviews; Survey

## 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?

Yes

Strategy

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

Employees:

Shareholder:

### 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; Strategy

#### 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

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

No

Not aware of the need

**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:** Individuals have the ability to request flexible working to meet their needs.

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

Yes

**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:** Individuals have the ability to request flexible working to meet their needs.

**Team-based training is provided throughout the organisation**

No

Insufficient resources/expertise

**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; Informal 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

**Purchased leave:** No

Not a priority

**Remote working/working from home:** Yes

SAME options for women and men

**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

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?**

Yes, women and men

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

We provide 20 weeks of paid parental leave from the first day of employment.

## Support for carers

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

Yes

Policy; Strategy

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

- 2.1. **Employer subsidised childcare**

No

Not a priority

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

No

Not a priority

**2.3. Breastfeeding facilities**

Yes

Available at ALL worksites

**2.4. Childcare referral services**

No

Not aware of the need

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

Yes

Available at ALL worksites

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

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

Yes

Available at ALL worksites

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

No

Not aware of the need

**2.9. Parenting workshops targeting fathers**

No

Not aware of the need

**2.10. Parenting workshops targeting mothers**

No

Not aware of the need

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

No

Not aware of the need

**2.12. Support in securing school holiday care**

No

Not aware of the need

**2.13. On-site childcare**

No

Not aware of the need

**2.14. Other details: No**

**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 Non-Managers

Yes

Voluntary question: All Non-Managers

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.

The CEO and Executive team explicitly communicate their expectations in multiple forums, including in business unit meetings and conferences, all hands meetings, leadership team meetings.

## 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

Policy

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

Yes



**Confidentiality of matters disclosed**

Yes

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

Yes

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

Yes

**Emergency accommodation assistance**

No

Not aware of the need

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

No

Not aware of the need

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

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

No

Not aware of the need

**Training of key personnel**

Yes

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

Yes

**Workplace safety planning**

No

Other

**Provide Details:** This is available on an as needs basis for employees.

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

Yes

**Is the leave period unlimited?**

No

**Number of Days:**

10

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

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

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

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Provide Details:** No



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