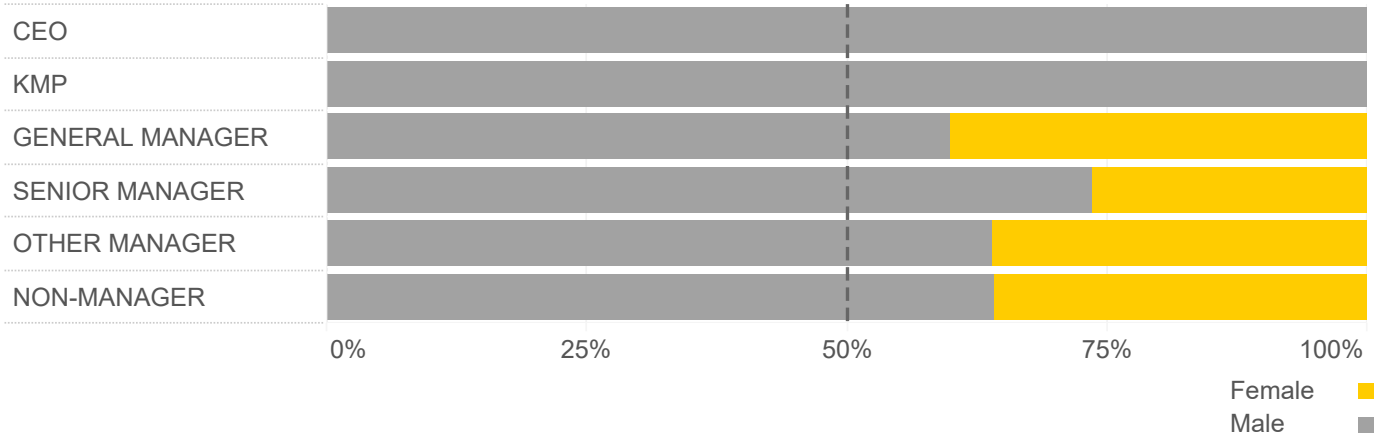


Insights at a glance

This report summarises your organisation's responses to the 2020 - 2021 Compliance Reporting program. It demonstrates how your organisation is tracking. Please review the Report prior to approving your submission in the WGEA Portal. Full responses can be found in the Appendix.

Workforce gender composition



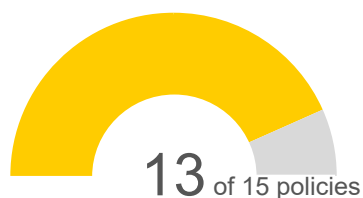
Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



Gender equality policies, strategies and actions

Total number of recommended gender equality policies, strategies and actions in your organisations.



Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Action on gender equality 5 of 5	Employee consultation	Have you consulted with employees on issues concerning gender equality in your workplace?	<input checked="" type="radio"/>
	Employer action on pay equity	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)?	<input checked="" type="radio"/>
		Did you take any actions as a result of your gender remuneration gap analysis?	<input checked="" type="radio"/>
	Gender pay gaps	Do you have a formal policy and/or formal strategy on remuneration generally?	<input checked="" type="radio"/>
		Are specific pay equity objectives included in your formal policy and/or formal strategy?	<input checked="" type="radio"/>
Workplace overview 3 of 5	Governing bodies	Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	<input type="radio"/>
		Does this organisation have a governing body?	<input checked="" type="radio"/>
		Has a target been set to increase the representation of women on this governing body?	<input type="radio"/>
	Policies and strategies	Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?	<input checked="" type="radio"/>
		Do you have formal policy and/or formal strategy in place that support gender equality overall?	<input checked="" type="radio"/>

Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Employee work/life balance 1 of 1	Flexible working	Do you have a formal policy and/or formal strategy on flexible working arrangements?	<input checked="" type="radio"/>
Employee support 4 of 4	Family or domestic violence	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?	<input checked="" type="radio"/>
	Paid parental leave	Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?	<input checked="" type="radio"/>
	Sex-based harassment and discrimination	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?	<input checked="" type="radio"/>
	Support for carers	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?	<input checked="" type="radio"/>

CEO Sign-off

I, the CEO, confirms the content of the workplace gender equality compliance submission is accurate and I approve its submission to WGEA

Name of CEO/Head of Business

PATRICK HOULIHAN

CEO/head of business signature



Appendix

The full details of your responses to each component of the compliance reporting program are available to review and download below. To access these, you will need to log in to the WGEA Portal using your myGovID.

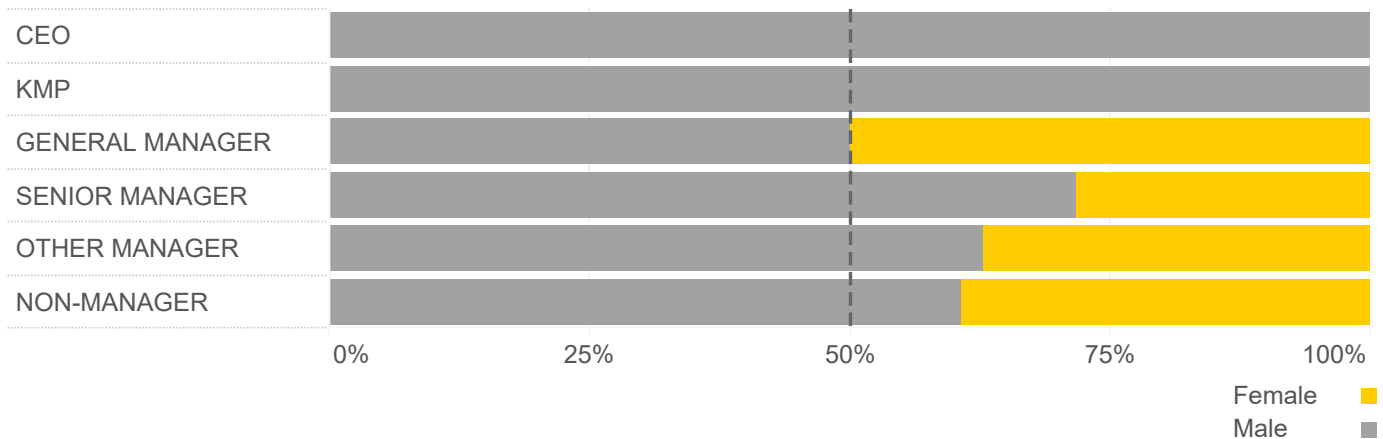
1. CEO Pro Forma for Submission Group without Confidential Section
<https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Submission+Group+without+Confidential+Section+%28Compliance%29>
2. Questionnaire for Submission Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Questionnaire+for+Submission+Group+%28Compliance%29>
3. Workplace Profile Table for Submission Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Table+for+Submission+Group+%28Compliance%29>
4. Workforce Management Statistics Table for Submission Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workforce+Management+Statistics+Table+for+Submission+Group+%28Compliance%29>
5. CEO Pro Forma for Submission Group with Confidential Section
<https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Submission+Group+with+Confidential+Section+%28Compliance%29>
6. Workplace Profile Confidential Table for Submission Group
<https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Confidential+Table+for+Submission+Group+%28Compliance%29>

Insights by industries in your organisation/s

This section summarises your organisation's responses by industry for the 2020 - 2021 Compliance Reporting program.

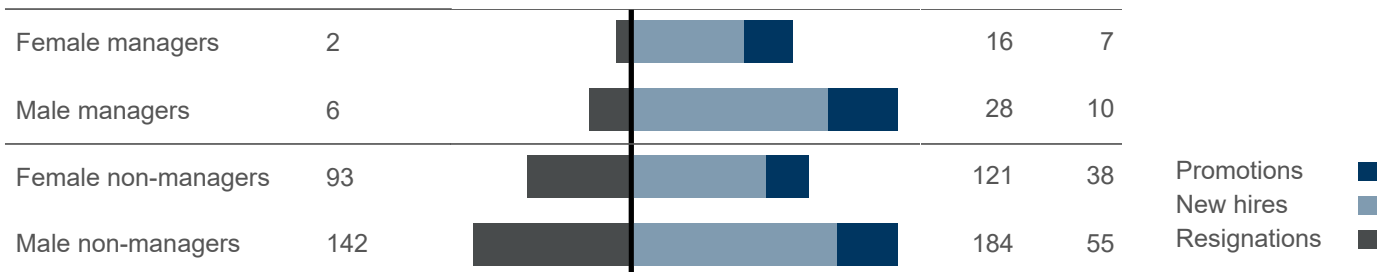
19 - Polymer Product and Rubber Product Manufacturing

Workforce gender composition



Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



Workforce gender composition ranking

The industries within your organisation ranked for having the most to least gender-balanced workforce composition

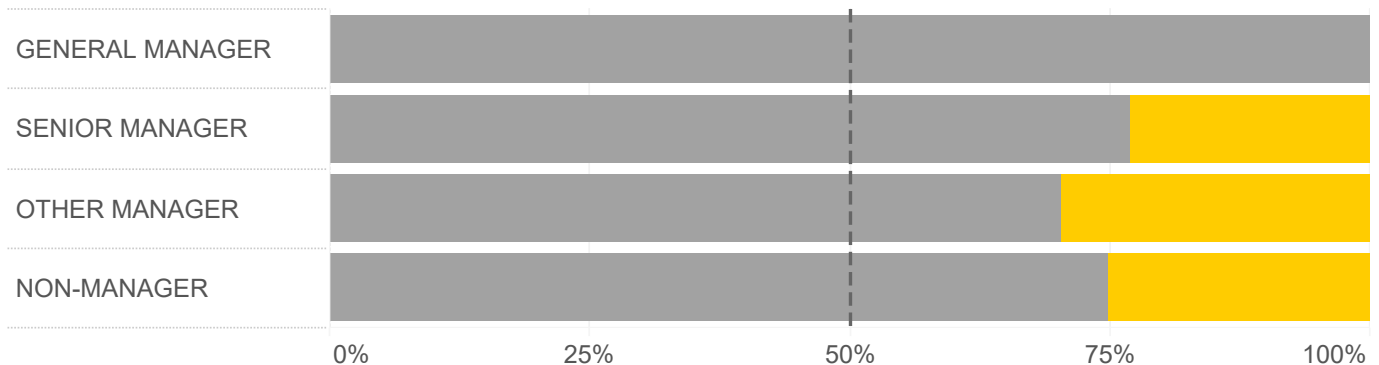
1. 19 - Polymer Product and Rubber Product Manufacturing
2. 46 - Road Transport
3. 33 - Basic Material Wholesaling
4. 22 - Fabricated Metal Product Manufacturing
5. 30 - Building Construction

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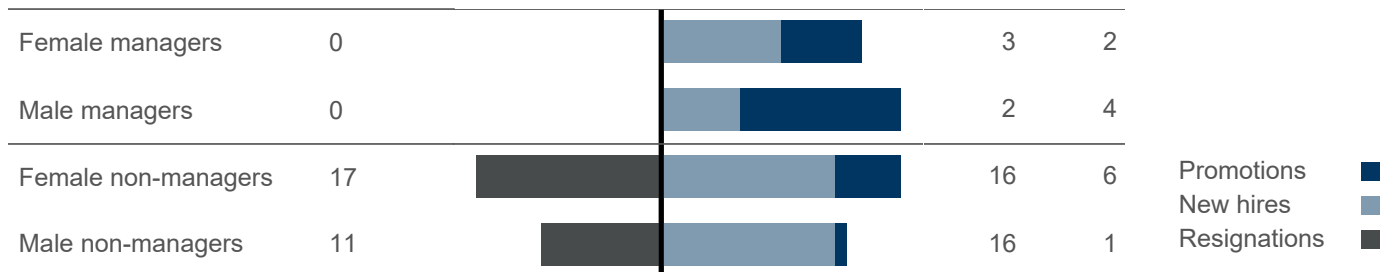
22 - Fabricated Metal Product Manufacturing

Workforce gender composition



Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



Workforce gender composition ranking

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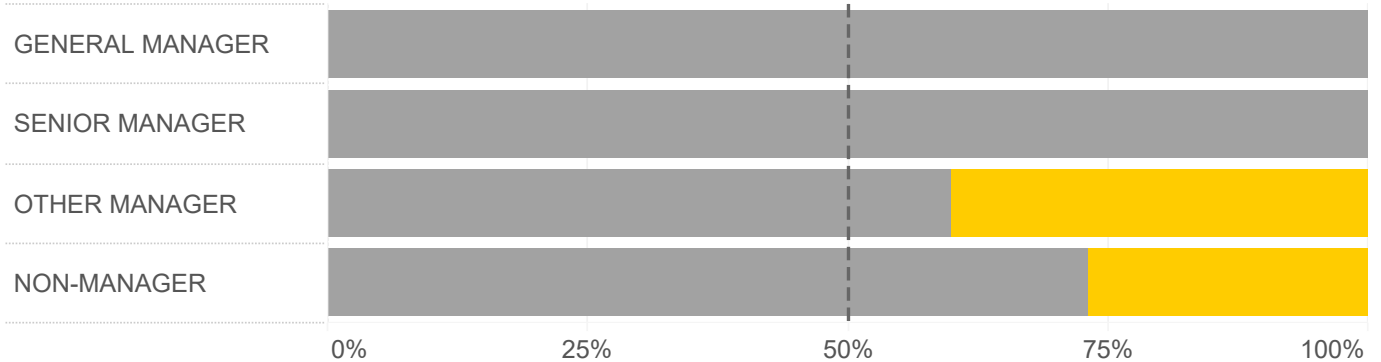
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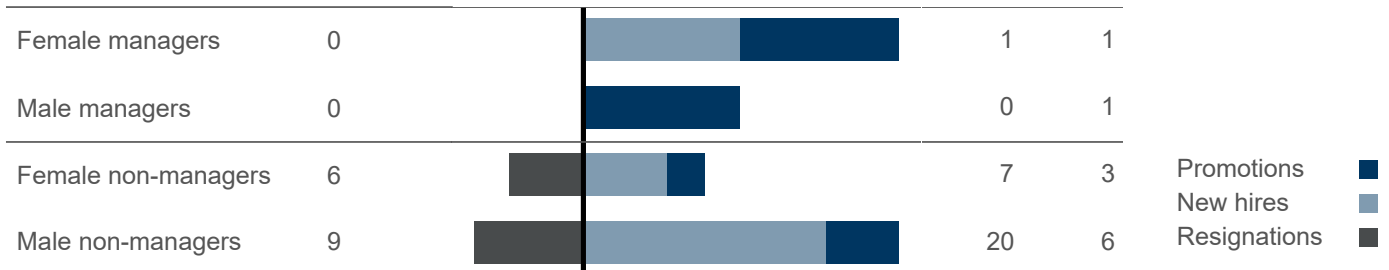
33 - Basic Material Wholesaling

Workforce gender composition



Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



Workforce gender composition ranking

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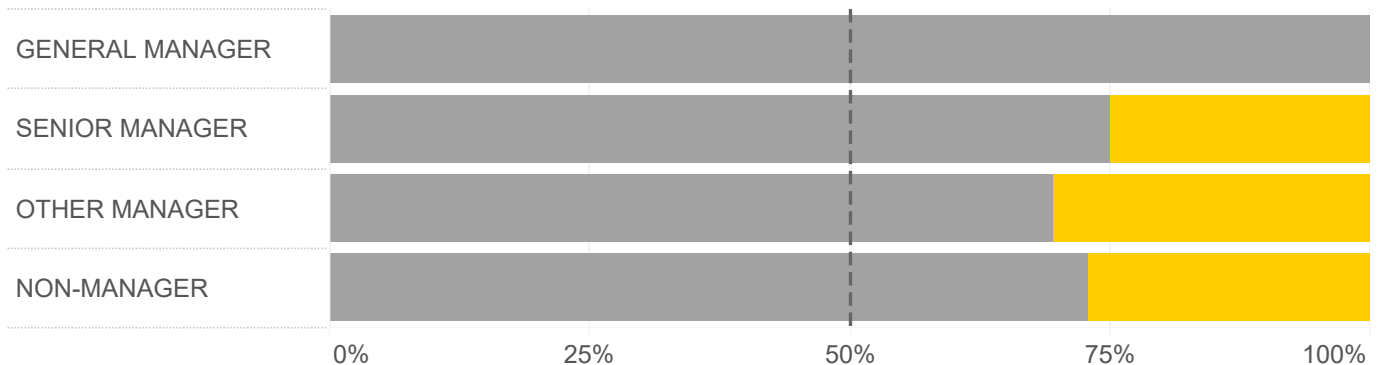
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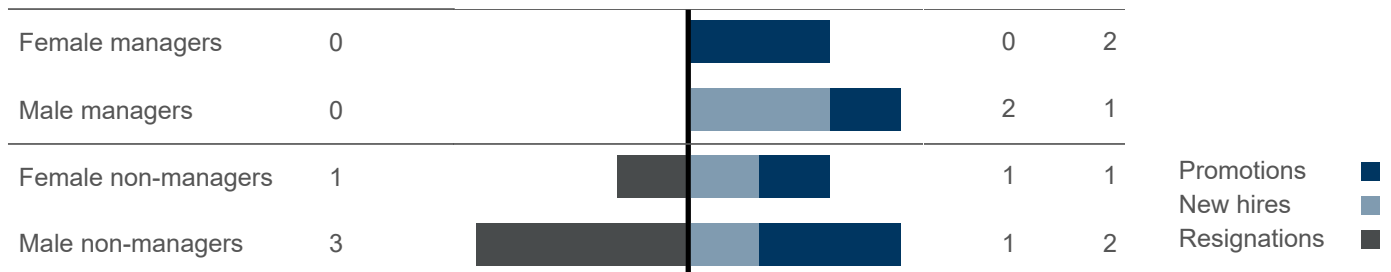
46 - Road Transport

Workforce gender composition



Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



Workforce gender composition ranking

The industries within your organisation ranked for having the most to least gender-balanced workforce composition

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Insights by industries in your organisation/s

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