



# Public report

2019-20

Submitted by

Legal Name: Incitec Pivot Limited







# Organisation and contact details

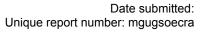
Submitting organisation details	Legal name	Incitec Pivot Limited
	ABN	42004080264
	ANZSIC	C Manufacturing 1892 Explosive Manufacturing
	Business/trading name/s	
	ASX code (if applicable)	IPL
	Postal address	GPO Box 1322 MELBOURNE VIC 3001 Australia
	Organisation phone number	(03) 8695 4400
Reporting structure	Ultimate parent	Incitec Pivot Limited
	Number of employees covered by this report	1,836





# All organisations covered by this report

Legal name	Business/trading name/s
Incitec Pivot Limited	
Dyno Nobel Asia Pacific Pty Limited	
Dyno Nobel Moranbah Pty Ltd	



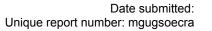




# Workplace profile

# Manager

Management	Describe a level to OFO	Frankrissent status		No	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
	1	Casual	0	0	0
		Full-time permanent	1	6	7
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	8	32	40
		Full-time contract	0	2	2
Other executives/General managers		Part-time permanent	1	0	1
-		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	13	38	51
		Full-time contract	0	0	0
Senior Managers	-3	Part-time permanent	3	1	4
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	20	24
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0







Managar acquirational estagarias	Departing level to CEO	Employment status		No	. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	3	3
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	15	17	32
	-3	Full-time contract	0	0	0
		Part-time permanent	2	0	2
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
Other managers	-4	Full-time permanent	14	55	69
		Full-time contract	0	1	1
		Part-time permanent	2	1	3
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	9	9
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			65	185	250

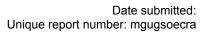




# Workplace profile

## Non-manager

Non manager appunational actorogrica	Employment status	No. of employees (exclud	ling graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
Professionals	Full-time permanent	97	260	1	5	0	0	363
	Full-time contract	3	13	0	0	0	0	16
	Part-time permanent	16	2	0	0	0	0	18
	Part-time contract	1	2	0	0	0	0	3
	Casual	0	0	0	0	0	0	0
	Full-time permanent	31	387	0	0	0	0	418
	Full-time contract	0	3	0	0	0	0	3
Technicians and trade	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	108	46	0	0	0	0	154
	Full-time contract	3	2	0	0	0	0	5
Clerical and administrative	Part-time permanent	18	0	0	0	0	0	18
	Part-time contract	1	0	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	10	0	0	0	0	10
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	74	469	0	0	0	0	543
	Full-time contract	1	11	0	0	0	0	12
Machinery operators and drivers	Part-time permanent	9	0	0	0	0	0	9
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (exclud	ling graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	0	11	0	0	0	0	11
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		364	1,216	1	5	0	0	1,586





# Reporting questionnaire

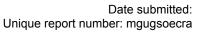
## Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

### NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

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







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





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	9	31	23	48
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	10	48
Number of appointments made to NON-MANAGER roles (including promotions)	156	347

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

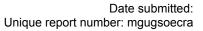
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	6	19	31	90
Permanent/ongoing part-time employees	0	0	3	0
Fixed-term contract full-time employees	0	1	8	7
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

## Gender equality indicator 2: Gender composition of governing bodies

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

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



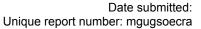




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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

2.1a.1	Organisation name?								
	Incitec Pivot Limited								
2.1b.1	.1b.1 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender Chair at your last meeting)?								
	Female Male								
	Number	0	1						
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?						
		Female	Male						
	Number	3	2						
2.1g.1	<ul> <li>☐ Currently under development,</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Do not have control over gover</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> <li>The Board has in place a form</li> </ul>	nder balance (e.g. 40% women/40% men please enter date this is due to be compled rning body/board appointments (provide a rnlal succession planning methodology. The priate balance of skills, experience, expe	eted details why): e Board's succession planning is						
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for ALL						
	Insufficient resources/expertise	odies please enter date this is due to be compl	eted						
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or I		our organisation is an						
	☐Yes								







☑ No

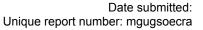
2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Board size and composition are addressed in the Board's Charter. The Charter sets out the roles, responsibilities and structure of the Board. In addition, the Charter for the Nominations Committee sets out the Committee's responsibilities on Board composition and nominations. The Company's annual Corporate Governance Statement outlines key aspects of the Company's corporate governance framework.

## Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

⊠ Y	es (select all applicable answers)
	☐ Policy ☑ Strategy
ПМ	lo (you may specify why no formal policy or formal strategy is in place)
_	☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	<ul> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Non-award employees paid market rate</li> </ul>
	☐ Not a priority
	☐ Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	☑ Yes (provide details in question 3.2 below)
	☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
	<ul> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> </ul>
	☐ Insufficient resources/expertise
	☐ Non-award employees paid market rate
	☐ Not a priority ☐ Other (provide details):
	other (provide details).
3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
	☑ To achieve gender pay equity
	☐ 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 pay reviews)  ☐ To be transparent about pay scales and/or salary bands
	☑ To ensure managers are held accountable for pay equity outcomes
	To implement and/or maintain a transparent and rigorous performance assessment process
	Annual post review analysis of outcomes by gender for remuneration reviews and incentive payments
Have	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e.
	ducted a gender pay gap analysis)?
⊠ Y	es - the most recent gender remuneration gap analysis was undertaken:
	Within last 12 months     Within last 1-2 years     Within la
	☐ More than 2 years ago but less than 4 years ago



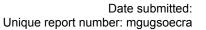




room qualifi	<ul> <li>Other (provide details):</li> <li>(you may specify why you have not analysed your payroll for gender remuneration gaps)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)</li> <li>☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)</li> <li>☐ Non-award employees paid market rate</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).  The analysis considers a range of factors including: The role categorisation (occupational category and grade); The base salary positioning against the pay policy;
	Level of experience/tenure; Performance rating; Location; Job family market positioning.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?     Yes − indicate what actions were taken (select all applicable answers)   Created a pay equity strategy or action plan   Identified cause/s of the gaps   Reviewed remuneration decision-making processes   Analysed commencement salaries by gender to ensure there are no pay gaps   Analysed performance ratings to ensure there is no gender bias (including unconscious bias)   Analysed performance pay to ensure there is no gender bias (including unconscious bias)   Trained people-managers in addressing gender bias (including unconscious bias)   Set targets to reduce any organisation-wide gaps   Reported pay equity metrics (including gender pay gaps) to the governing body   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to all employees   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the executive   Reported pay equity metrics (including gender pay gaps) to the general
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men



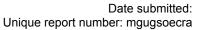




to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

	RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time of indical time of paid p	s. (Please indicate how employer funded paid parental leave is provided to the primary 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 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), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please to how employer funded paid parental leave is provided to women ONLY):  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 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), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY):  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 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)  not available (you may specify why this leave is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Government scheme is sufficient  Not a priority  Other (provide details):
5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
	12
carer	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
12 Mc	onth Qualification Period
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.  □ <10% □ 10-20%
	greate Do yo men, Ye time o  No indicat time o  No Final No  12 Mo  12 Mo

Please indicate whether your employer funded paid parental leave for primary carers covers:







 $\begin{tabular}{|c|c|c|c|c|}\hline $\Delta$ Adoption$ 

		Stillbirth Stillbirth
6.		ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the arry carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	o, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) o, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY o (you may specify why employer funded paid parental leave for secondary carers is not paid)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Government scheme is sufficient  Not a priority  Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		5
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?  • In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☑ 91-99% ☐ 100%

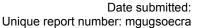
7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	1	0	0	9

Please indicate whether your employer funded paid parental leave for secondary carers covers:

6.3

✓ Adoption✓ Surrogacy✓ Stillbirth







7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	16	1	2	35

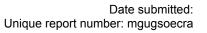
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

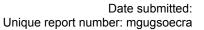
9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Don't offer flexible arrangements</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Included in award/industrial or workplace agreement</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	∑ Yes     ☐ No (you may specify why non-leave based measures are not in place)







	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
	Other (provide details):
11.1	Please select what support mechanisms are in place and if they are available at all worksites.  • Where only one worksite exists, for example a head-office, select "Available at all worksites".
	☐ Employer subsidised childcare ☐ Available at some worksites only
	☐ Available at all worksites ☐ On-site childcare ☐ Available at some worksites only
	Available at all worksites  Breastfeeding facilities
	Available at some worksites only
	☐ Available at all worksites ☐ Childcare referral services
	<ul> <li>☐ Available at some worksites only</li> <li>☒ Available at all worksites</li> </ul>
	☐ Internal support networks for parents
	☐ Available at some worksites only ☐ Available at all worksites
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave)  Available at some worksites only
	☐ Available at all worksites ☐ Information packs to support new parents and/or those with elder care responsibilities
	☐ Available at some worksites only
	<ul> <li>☒ Available at all worksites</li> <li>☒ Referral services to support employees with family and/or caring responsibilities</li> </ul>
	☐ Available at some worksites only
	<ul> <li>☑ Available at all worksites</li> <li>☑ Targeted communication mechanisms, for example intranet/ forums</li> </ul>
	<ul> <li>☐ Available at some worksites only</li> <li>☒ Available at all worksites</li> </ul>
	☐ Support in securing school holiday care
	☐ Available at some worksites only ☐ Available at all worksites
	Coaching for employees on returning to work from parental leave
	<ul><li>☐ Available at some worksites only</li><li>☐ Available at all worksites</li></ul>
	☐ Parenting workshops targeting mothers ☐ Available at some worksites only
	☐ Available at all worksites
	☐ Parenting workshops targeting fathers ☐ Available at some worksites only
	☐ Available at all worksites
	☐ None of the above, please complete question 11.2 below
Do yo violen	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic ce?
⊠ Ye	s (select all applicable answers)
	<ul><li>☑ Policy</li><li>☐ Strategy</li></ul>
☐ No	(you may specify why no formal policy or formal strategy is in place)
	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements
	☐ Not aware of the need ☐ Not a priority
	Other (please provide details):







13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to suppor
	employees who are experiencing family or domestic violence?

<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Employee assistance program (including access to a psychologist, chaplain or counsellor)</li> <li>☐ Training of key personnel</li> <li>☐ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>☐ Workplace safety planning</li> <li>☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)</li> <li>☐ Access to unpaid leave</li> </ul>
<ul> <li>☐ Confidentiality of matters disclosed</li> <li>☐ Referral of employees to appropriate domestic violence support services for expert advice</li> <li>☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence</li> <li>☐ Flexible working arrangements</li> <li>☐ Provision of financial support (e.g. advance bonus payment or advanced pay)</li> </ul>
<ul> <li>☐ Offer change of office location</li> <li>☐ Emergency accommodation assistance</li> <li>☐ Access to medical services (e.g. doctor or nurse)</li> <li>☑ Other (provide details):</li> </ul>
Domestic and Family Violence Policy published on company intranet. Policy provides for 5 days of paid domestic violence leave per year.  EAP Counseling available to all employees.  No (you may specify why no other support mechanisms are in place)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise
☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):
Where any of the following options are available in your workplace, are those option/s available to both women AND men?
<ul> <li>flexible hours of work</li> <li>compressed working weeks</li> </ul>
<ul> <li>time-in-lieu</li> <li>telecommuting</li> </ul>
<ul> <li>part-time work</li> <li>job sharing</li> </ul>
<ul> <li>carer's leave</li> <li>purchased leave</li> </ul>
• unpaid leave.
Options may be offered both formally and/or informally.  For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
☐ Yes, the option/s in place are available to both women and men.

- 14.1 Which options from the list below are available? Please tick the related checkboxes.
  - Unticked checkboxes mean this option is NOT available to your employees.

Non-managers





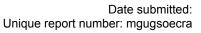
			Formal	Informal	Formal	Informal
		Flexible hours of work		$\boxtimes$		$\boxtimes$
		Compressed working weeks	$\boxtimes$		$\boxtimes$	
		Time-in-lieu		$\boxtimes$		$\boxtimes$
		Telecommuting		$\boxtimes$		$\boxtimes$
		Part-time work	$\boxtimes$		$\boxtimes$	
		Job sharing	$\boxtimes$		$\boxtimes$	
		Carer's leave	$\boxtimes$		$\boxtimes$	
		Purchased leave	$\boxtimes$		$\boxtimes$	
		Unpaid leave	$\boxtimes$		$\boxtimes$	
1	14.3	You may specify why any of the above option  Currently under development, please enter de Insufficient resources/expertise  Not a priority  Other (provide details):		-	employees.	
1	14.4	If your organisation would like to provide add please do so below:	litional inform	nation relating to	o gender equa	llity indicator 4,
		equality indicator 5: Consuling gender equality in the w			yees on i	issues
		quality indicator seeks information on what consu nder equality in the workplace.	Itation occurs t	oetween employe	ers and employ	rees on issues
15. H	lave y	ou consulted with employees on issues conc	erning gende	r equality in you	ır workplace?	
	⊠ Yes □ No	(you may specify why you have not consulted wit  Not needed (provide details why):  Insufficient resources/expertise  Not a priority  Other (provide details):	h employees o	on gender equalit <u>y</u>	y)	
1	15.1	How did you consult with employees on issue	es concerninç	g gender equalit	y in your worl	kplace?
		<ul> <li>☐ Survey</li> <li>☐ Consultative committee or group</li> <li>☐ Focus groups</li> <li>☐ Exit interviews</li> <li>☐ Performance discussions</li> <li>☐ Other (provide details):</li> <li>☐ Branding focus group to attract/retain female</li> </ul>	talent			

Managers

15.2

Who did you consult?

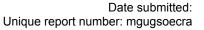
☐ All staff
☐ Women only
☐ Men only







		<ul> <li>☑ Human resources managers</li> <li>☑ Management</li> <li>☑ Employee representative group(s)</li> <li>☐ Diversity committee or equivalent</li> <li>☐ Women and men who have resigned while on parental leave</li> <li>☑ Other (provide details):</li> <li>My Potential Program Participants</li> <li>Branding focus group to attract/retain female talent</li> </ul>
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		Talent attraction strategy - In order to gather authentic insights into IPL's employment offering, Lightbox Communications facilitated qualitative and quantitative research across the organisation to gain leadership, manager and employee insights across IPL, identify current female employee experiences, the strategic vision of the company, and make recommendations on best practice. Tangible benefits include improving application rates from females in non-traditional roles, lowering our cost per hire and time to hire while improving the quality of our hire and lowering our turnover figures.
Gen	der	equality indicator 6: Sex-based harassment and discrimination
particip	ation. S	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do you	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
		s (select all applicable answers)  Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>Currently under development, please enter date this is due to be completed</li> <li>Insufficient resources/expertise</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>
17.	Do you	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):  (you may specify why this training is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority







☐ Other	(provide	details	١:
	(pi o viac	actano	,.

17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

IPL has developed internal training programs to address poor behaviours and address baseline sexism. In turn this should create a more inclusive environment and support greater retention of our employees, particularly our female talent. Over the next 12-18 months IPL will collate data to evaluate the effectiveness of these programs.

### **Other**

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

Technical targets for recruitment to improve application rates for female talent





### 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.
- 3. 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 23.4% females and 76.6% males.

### **Promotions**

- 2. 28.8% of employees awarded promotions were women and 71.2% were men
  - i. 22.5% of all manager promotions were awarded to women
  - ii. 32.4% of all non-manager promotions were awarded to women.
- 3. 3.3% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

### Resignations

- 4. 29.1% of employees who resigned were women and 70.9% were men
  - i. 23.1% of all managers who resigned were women
  - ii. 30.2% of all non-managers who resigned were women.
- 5. 3.3% of your workforce was part-time and 1.8% of resignations were part-time employees.

### Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Confirmation CEO has signed the report:

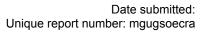
## Notification and access

List of ampleyee arganisations

List of employee organisations.				
AMWU	amwu@amwu.org.au			
AWU	members@nat.awu.net.au			
CEPU	admina@cepu.org			
CFMEU	queries@cfmeunat.org			
TWU	twu@twu.com.au			
CEO sign off confirmation				

Name of CEO or equivalent:

Jeanne Johns







CEO signature:	Date: