



Public report

2019-20

Submitted by

Legal Name:

GR Engineering Services Ltd







Organisation and contact details

Submitting organisation details	Legal name	GR Engineering Services Ltd
	ABN	12121542738
	ANZSIC	E Construction 3109 Other Heavy and Civil Engineering
		Construction
	Business/trading name/s	
	ASX code (if applicable)	GNG
	Postal address	71 Daly Street
		ASCOT WA 6104
		AUSTRALIA
	Organisation phone number	(08) 6272 6000
Reporting structure	Number of employees covered by this report	409



Workplace profile

Manager

	:	L		_	No. of employees
Manager occupational categories	Reporting level to CEU	Employment status	1	Σ	Total employees
		Full-time permanent	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
		Casual	0	0	0
		Full-time permanent	0	1	L. L.
		Full-time contract	0	0	0
Key management personnel	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Full-time permanent	0	2	2
		Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	0	4	4
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	15	15
		Full-time contract	0	0	0
Senior Managers	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	-	18	19
		Full-time contract	0	3	3
Other managers	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers		100	ļ	44	45



Workplace profile

Non-manager

2 1 2		No. of employees (excludir	ees (excluding graduates and apprentices)	No. of graduates	(if applicable)	No. of apprentices	es (if applicable)	
Non-manager occupational categories	Employment status	4	Σ	L.	Ψ	F	×	l otal employees
	Full-time permanent	14	64	0	0	0	0	78
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	13	0	0	0	0	16
	Full-time permanent	4	151	0	0	0	0	155
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Casual	3	79	0	0	0	0	82
	Full-time permanent	1	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	17	3	0	0	0	0	20
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	5	0	0	0	0	0	5
	Part-time contract	0	0	0	0	0	0	0
30	Casual	5	0	0	0	0	0	5
	Full-time permanent	0	0	0	0	0	0	0
	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	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	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

Date submitted: Unique report number: zh5do5fiap



9		No. of employees (excludi	ing graduates and apprentices)	No. of graduates	(if applicable)	No. of apprentices	s (if applicable)	
Non-manager occupational categories Employment status	Employment status	4	M	E	M	11	Z	l oral employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	ō	.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
Control of the Contro	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		54	310	0	0	0	0	364







Reporting questionnaire

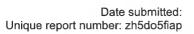
Gender equality indicator 1: Gender composition of workforce

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.
- Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ 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 ✓ Not a priority
.2	Retention
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ 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 □ Not a priority
1.3	Performance management processes
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ 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 ☐ Not a priority







1.4	Promotions
	 Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ 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 ☐ Not a priority
1.5	Talent Identification/Identification of high potentials
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ 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 ☐ Not a priority
1.6	Succession planning
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ 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 □ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ 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 ☐ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ 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 □ Not a priority
1.9	Gender equality overall
	 Yes (select all applicable answers) □ Policy □ Strategy □ 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 □ Not a priority





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	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	1	3	11
Permanent/ongoing part-time employees	0	0	1	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)	0	3
Number of appointments made to NON-MANAGER roles (including promotions)	11	35

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

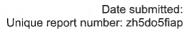
	Mana	gers	Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	5	6	15
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	1	4
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	1	2

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	on name?
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GR Engineering Services Limited

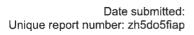
2.1b.1 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?

	Female	Male
Number	0	1

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	5

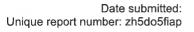
	Humber	O .		O .	
2.1d.1	Has a target been set to increase the	e representation of	f women on this gove	erning body?	
	✓ Yes✓ No (you may specify why a target h	as not been set)			
	Governing body/board has g	gender balance (e.g			
	☐ Insufficient resources/exper	tise			
	☐ Do not have control over go☐ Not a priority	verning body/board	appointments (provide	edetails why):	
	Other (provide details):				
2.1e.1	What is the percentage (%) target?				
	15				
2.1f.1	What year is the target to be reache	d?			
	2023				
2.1g.1	Are you reporting on any other orga	nisations in this re	eport?		
	☐ Yes ☒ No				
	⊠ 140				
2.2	Do you have a formal selection police for ALL organisations covered in the		election strategy for (governing body members	
	Yes (select all applicable answers)				
	Strategy ☐ No (you may specify why no formal	selection policy or	formal selection strate	gy is in place)	
	In place for some governing Currently under developmen	bodies			
	☐ Insufficient resources/exper	tise		•	
	☐ Do not have control over go☐ Not a priority	overning body appor	numents (provide detai	is wily)	







		College (see side details)
		☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Gei	nder	equality indicator 3: Equal remuneration between women and men
	remune er equali	eration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	☐ Ye	s (select all applicable answers) ☐ Policy
	⊠ No	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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):
١.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	No room fi	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise 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) 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) Non-award employees paid market rate Not a priority Other (provide details):
	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.

5.		" is the member of a co for the day-to-day car		carer, REGARDLESS OF G	ENDER, identified as having
				PRIMARY CARERS that is heme for primary carers?	available for women AND
	By paying the By paying the By paying the By paying the time over which it is payind to be a lump serior and paying the By payin	ne gap between the emphe employee's full salary aid. For example, full pay um payment (paid pre-oarental leave for primary funded paid parental leave for primary if the funded paid parental leave full salary aid. For example, full pay um payment (paid pre-oarental leave for primary provided to men ONLY): ne gap between the emphe employee's full salary aid. For example, full pay um payment (paid pre-oarental leave for primary provided to men ONLY): ne gap between the emphe employee's full salary aid. For example, full pay um payment (paid pre-oarent payment, please for evelopment, please resources/expertise t scheme is sufficient y	loyee's salary and (in addition to the for 12 weeks or har post- parental leaders that is available is provided to volvee's salary and (in addition to the carers that is available is salary and (in addition to the for 12 weeks or har post- parental leaders that is available is not provided to the for 12 weeks or har post- parental leaders is not provided to the for 12 weeks or har post- parental leaders is not provided the for provided the for provided the for 12 weeks or har post- parental leaders is not provided the for provided the for provided the for post- parental leaders is not provided to the for post- parental leaders is not provided the for post- parental leaders is not post- parental leaders is not post- paren	ave, or a combination) lable to women ONLY (e.g. n women ONLY): the government's paid parer government's paid scheme), alf pay for 24 weeks ave, or a combination) lable to men ONLY. (Please the government's paid parer government's paid scheme), alf pay for 24 weeks ave, or a combination) ed)	ntal leave scheme regardless of the period of maternity leave). (Please ntal leave scheme regardless of the period of indicate how employer funded ntal leave scheme
6.	A "SECONDARY CAP primary carer.	RER" is a member of a	couple or a single	e carer, REGARDLESS OF	GENDER, who is not the
				SECONDARY CARERS that scheme for secondary care	
	No, we offer paid paid No (you may specif ☐ Currently ur ☐ Insufficient	arental leave for SECON fy why employer funded pointer development, pleasones resources/expertise t scheme is sufficient y	DARY CARERS to paid parental leave	nat is available to men ONLY nat is available to women ON for secondary carers is not due to be completed	ILY
7.		RS have taken parental arental leave, regardles		reporting period (paid and nenced.	/or unpaid)? Include
		Primary carer's	s leave	Secondary carer	's leave
		Female	Male	Female	Male

0

Managers



9.



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 ca	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male	
Non-managers	3	0	0	3	

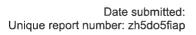
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid 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	2

Do you have a formal policy and/or formal strategy on flexible working arrangements?
 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy
☐ 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 ☐ Don't offer flexible arrangements
☐ Not a priority ☐ Other (provide details):
9.1 You may indicate which of the following are included in your flexible working arrangements strategy:
☐ A business case for flexibility has been established and endorsed at the leadership level
☐ A business case for nexibility has been established and endorsed at the leadership level ☐ Leaders are visible role models of flexible working
☐ Flexible working is promoted throughout the organisation
Targets have been set for engagement in flexible work
☐ Targets have been set for men's engagement in flexible work
Leaders are held accountable for improving workplace flexibility
☐ Manager training on flexible working is provided throughout the organisation
Employee training is provided throughout the organisation
☐ Team-based training is provided throughout the organisation
Employees are surveyed on whether they have sufficient flexibility
The organisation's approach to flexibility is integrated into client conversations
The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)
Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body







10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 Yes (select all applicable answers) □ Policy □ Strategy 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 agreement □ Not a priority □ Other (provide details):
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):
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence? Yes (select all applicable answers) Policy Strategy 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): We do however provide access to an EAP provider who can support employees with issues outside of work
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence? Yes (select all applicable answers)





4.		ere any of the following options are available in your workplace, are those option/s available to both women D men?
	ANI	flexible hours of work
	•	compressed working weeks
	·	time-in-lieu
	•	
	•	telecommuting
	•	part-time work
	•	job sharing
	•	carer's leave
	•	purchased leave
	•	unpaid leave.
	Opt	ions 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.

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.

	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work		\boxtimes	\boxtimes	
Compressed working weeks		\boxtimes		
Time-in-lieu		\boxtimes	\boxtimes	
Telecommuting		\boxtimes	\boxtimes	
Part-time work			\boxtimes	
Job sharing				
Carer's leave			\boxtimes	
Purchased leave				
Unpaid leave		\boxtimes	\boxtimes	

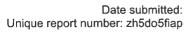
14.3 You may specify why any of the above options are NOT available to your employees.

☐ Currently under development, please enter date this is due to be completed
Insufficient resources/expertise
= '
☐ Not a priority
Other (provide details):
Requests for job sharing, compressed working week, purchased leave will be considered on a case by case

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.







15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why); Insufficient resources/expertise Not a priority Other (provide details): Continuing to review best practice in the industry
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	ıder	equality indicator 6: Sex-based harassment and discrimination
partici	oation.	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 yo	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? Yes No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
17.	Do yo	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):



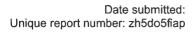


17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

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.)







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 13.4% females and 86.6% males.

Promotions

- 2. 25.0% of employees awarded promotions were women and 75.0% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 26.7% of all non-manager promotions were awarded to women.
- 3. 2.7% of your workforce was part-time and 6.2% of promotions were awarded to part-time employees.

Resignations

- 4. 23.5% of employees who resigned were women and 76.5% were men
 - i. 0.0% of all managers who resigned were women
 - . 27.6% of all non-managers who resigned were women.
- 5. 2.7% of your workforce was part-time and 0.0% 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. 66.7% 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. 0.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access	
List of employee organisations:	
CEO sign off confirmation	Confirmation CEO has signed the report:
CEO signature:	Date: a /7/20