



Public report

2018-19

Submitted by

Legal Name: Wellard Animal Processing Pty Ltd







Organisation and contact details

Legal name	Wellard Animal Processing Pty Ltd
ABN	96118342859
ANZSIC	C Manufacturing 1111 Meat Processing
Business/trading name/s	Wellard Animal Processing Pty Ltd
ASX code (if applicable)	
Postal address	PO Box 796 FREMANTLE WA 6959 AUSTRALIA
Organisation phone number	0894322800
Ultimate parent	Wellard Limited
Number of employees covered by this report	80
	ABN ANZSIC Business/trading name/s ASX code (if applicable) Postal address Organisation phone number Ultimate parent Number of employees covered by





All organisations covered by this report

Legal name	Business/trading name/s
Wellard Animal Processing Pty Ltd	Wellard Animal Processing Pty Ltd
Wellard Feeds Pty Ltd	





Workplace profile

Manager

Manager occupational categories CEO/Head of Business in Australia	Reporting level to CEO	Fmolovment status		M	No. of employees
		THE PROPERTY OF THE PARTY OF TH	L	IV	Total amplement
CEO/Head of Business in Australia			_	IAI	l otal employees
CEO/Head of Business in Australia		Full-time permanent	0	2	2
CEO/Head of Business in Australia		Full-time contract	0	0	0
	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
Xev management nersonnel	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
Senior Managers	2-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			0	4	4





Date submitted: Unique report number: a9vy3friiq

Workplace profile

Non-manager

Non-manager profitering patients		No. of employees (excluding	graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentices	es (if applicable)	
Notification occupational categories	Employment status	F	W	4				Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Professionals	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	5	0	0	0	0	2
	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
	Casual	1	5	0	0	0	0	9
	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	C	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	1	1	0	0	0	0	2
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	0	0	0	0	0	2
	Full-time permanent		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



		No. of employees (excluding	graduates and apprentices)	No. of graduates	(if applicable)	No. of apprentices	s (if applicable)	Johnno
Non-manager occupational categories Employment status	Employment status	L	M	4	M	Ь	M	i otal 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	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	20	40	0	0	0	0	09
	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		25	51	0	0	0	0	76

Date submitted: Unique report number: a9vy3friiq





Reporting questionnaire

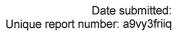
Gender equality indicator 1: Gender composition of workforce

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 2018 to 31 March 2019. (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?

1.1	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
1.2	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 KPI's are currently under review □ 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	3	1	5
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	5	16

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	0	3
Number of appointments made to NON-MANAGER roles (including promotions)	33	90

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

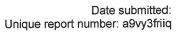
	Managers		Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	2	2	5
Permanent/ongoing part-time employees	0	0	Q	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	26	72

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.

 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.

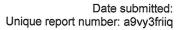






	Please answer the following questions relating to each governing body covered in this report. Note: If this report covers more than one organisation, the questions below will be repeated for each				
	organisation before proceeding to que	stion 2.2.			
	If your organisation's governing body i organisation's name BUT the numerica	is the same as your parent entity's, you details of your parent entity's gover	ou will need to add your ning body.		
2.1a.1	Organisation name?				
	Wellard Animal Processing				
2.1b.1	1 How many Chairs on this governing body?				
	Female Male				
	Number	0	1		
2.1c.1	2.1c.1 How many other members are on this governing body (excluding the Chair/s)?				
		Female	Male		
	Number	0	4		
	 Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% either) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide details why): Not a priority Other (provide details): Appointment practices are aligned to Wellard's Diversity policy and are based upon merit. 				
2.1g.1	Are you reporting on any other organis	sations in this report?			
	☐ Yes ☑ No				
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for g	overning body members for ALL		
	☐ Insufficient resources/expertise	odies please enter date this is due to be comp	eleted		
	☐ Not a priority☒ Other (provide details):	overning body members is open to cons			

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
X	No

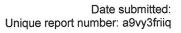
2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Wellard Animal Processing is an Australian subsidiary of listed public company, Wellard Limited. Equity holders consist of shareholders of the public company (Wellard Limited) registered from time to time.

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.

geno	equality.	
3.	Do you have a formal policy and/or formal strategy on remuneration generally?	
	☐ 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	
	☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ 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) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements ☐ Insufficient resources/expertise 	
	 Non-award employees paid market rate Not a priority Other (provide details): 	
4.	Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?	
	 ✓ Yes - 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):	
	 No (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 room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)	
	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)	
	☐ Non-award employees paid market rate ☐ Not a priority	
	Other (provide details):	

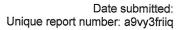






You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide). 4.01

	A like for like position comparison is completed annually.
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)
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
	er equality indicator 4: Flexible working and support for employees amily and caring responsibilities
employme supporting to combine	ator will enable the collection and use of information from relevant employers about the availability and utility of nt terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men expaid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental equality and to maximising Australia's skilled workforce.
gre	'PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having eater responsibility for the day-to-day care of a child.
Do me	you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND en, in addition to any government funded parental leave scheme for primary carers?
	Yes. (Please indicate how employer funded paid parental leave is provided to the 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 se 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)







time over which it is paid. For example, full pay for 12 weeks or As a lump sum payment (paid pre- or post- parental No, we offer paid parental leave for primary carers that is av paid parental leave is provided to men ONLY): By paying the gap between the employee's salary ar	o women ONLY): d the government's paid parental leave scheme e government's paid scheme), regardless of the period of half pay for 24 weeks eave, or a combination) ailable to men ONLY. (Please indicate how employer funded d the government's paid parental leave scheme e government's paid scheme), regardless of the period of half pay for 24 weeks eave, or a combination) ided)
 How many weeks of EMPLOYER FUNDED paid parer amounts of leave are provided (e.g. based on length provided to eligible employees: 	ntal leave for primary carers is provided? If different of service) enter the MINIMUM number of weeks
If your organisation would like to provide additional information carers e.g. eligibility period, where applicable the maximum arrangements you may have in place, please do so below.	ation on your paid parental leave for primary number of weeks provided, and other
The entitlement available to Eligible Employees will depend upo Primary Carer.	n whether they are the Primary Carer or Non-
The entitlements are as follows:	

Primary Carer

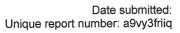
5a.

The primary carer is entitled to receive at the discretion of the employee's supervisor and subject to the reasonable requirements of the business, the following:

- Regular income 12 weeks at the employee's ordinary weekly rate including superannuation and leave accruals, immediately following the birth or adoption of a child;
- · Superannuation or similar Ordinary contributions for the duration of the leave to a maximum of 12 months
- Bonus One off payment of Four weeks equivalent pay at the employee's ordinary rate, should they return to work in their position within six (6) months of the first day of parental leave, and remains an employee for a minimum period of 12 months following return.

Wellard may grant paid parental leave in accordance to the conditions of this policy, set out below:

- the Eligible Employee must have been employed in a Full time or Part time capacity with the company for at least 12 months prior to accessing the entitlements of this policy;
- Primary carer payments will only commence on the day of the birth or the adoption of the child;
- Primary carer payments are only available in the three months following the birth or the adoption of the child; except when local regulations statutory rights and obligations states otherwise, in which event the local rules shall prevail.
- Entitlements available to the Non-primary carer will be available 12 months following the birth or the
 adoption of the child; except when local regulations statutory rights and obligations states otherwise, in which
 event the local rules shall prevail.
- Where a primary carer is eligible to receive the return to work bonus, the bonus will be paid at the end of the first year following return to work.
- · Primary carers must provide a written statement declaring their role as the primary carer;
- An Eligible Employee may only claim one type of entitlement for each new born child available under this
 policy and may not switch between being a primary or non-primary carer for each occurrence;
- The Entitlements available within this PPLP are only applicable to the Eligible Employee once per calendar year; and except when local regulations statutory rights and obligations states otherwise, in which event the local rules shall prevail.
- Changes to any application of this policy may be made in consultation with the employee and at Wellard's discretion.







	5.2	CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		□ <10%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		☑ Adoption☑ Surrogacy☐ Stillbirth
S .		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
	Do yo	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?
	Пис	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (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.	If you CARI	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.
	The reaso	Primary Carer non-primary carer is entitled to receive at the discretion of the employee's supervisor and subject to the mable requirements of the business, the following: gular income – one (1) week at the at the employee's ordinary weekly rate and ordinary weekly hours ding superannuation or similar and leave accruals), within 12 months following the birth or adoption of a
	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%



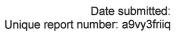
7.

8.

9.



	☐ 61 ☐ 71 ☐ 81	-60% -70% -80% -90% -99%									
.3	Please indic		hether you	r employ	er funded	d paid p	arental	leave for se	econdary	carers co	vers:
	many MANAG loyees still on p		tal leave, r	egardles	s of wher			l)? Include
			Female	ary carer's		_	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Seconda Female	ary carer's		
/lan:	agers	0	remale		Male 0	-	0	remale	(Male	е
	Non-manage	rs	0	rem	ale	0 0	ale	Fe 0	male	0	Male
ave	Mon-manager many MANAGI e, regardless of include those al leave or any 'Ceased emp	ERS, of where whe other	during the n the leave re parenta r paid or ur ent' means	reporting commer I leave w npaid lea anyone	g period, nced? ras taken we is also who has	ceased continu	employ ously w	ment before	e returnin er leave t	g to work ype. For e	from paren
nnu esig	many MANAGI e, regardless of Include thoso I leave or any 'Ceased emp Inations, redun	ERS, of where whe other	during the n the leave re parenta r paid or ur ent' means	reporting commer I leave w npaid lea anyone	g period, nced? ras taken we is also who has	ceased continu taken a exited t	employ ously w	ment before	e returnin er leave t	g to work ype. For e	from paren
nnu esig	many MANAGI e, regardless of Include those Include Inc	ERS, of where when other oloymodancies ON-M. e, regle thosel leaved em	during the the leave re parenta paid or ur ent' means es and dis ANAGERS ardless of se where p e or any of	reporting commer I leave when leas anyone missals. , during when the paid means a	g period, onced? vas taken ve is also who has the repore e leave co e ave was or unpaic	ceased continuo taken a exited t Fet ting per prommeno taken a	employ ously wat that ti the orga male iod, cea ced? continuo is also t	ment before with any other ime. unisation for ased employ ously with a aken at that	e returning returning the returning of t	g to work ype. For e r reason, Male fore return	a from paren example, wh including ning to work
eave nnu esig	many MANAGI e, regardless of Include those Include	ERS, of where where other oloymodancies ON-M. re, regle thosel leaved em, redu	during the the leave re parenta paid or ur ent' means es and dis ANAGERS ardless of se where p e or any of	reporting commer I leave when leas anyone missals. , during when the paid means a	g period, onced? vas taken ve is also who has the repore e leave co e ave was or unpaic	ceased continuo taken a exited t Fet ting per prommeno taken a	employ ously wat that ti the orga male iod, cea ced? continuo is also t	ment before with any other ime. unisation for ased employ ously with a aken at that	e returning returning the returning of t	g to work ype. For e r reason, Male fore return leave type	from paren example, wh including







	 ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☒ Other (provide details): Individual negotiated and written into contract or an IFA is entered into / considered, upon the request by the worker.
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): Individually negotiated in accordance with NES
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): Could be individual negotiated if there was a need
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): Could be individually negotiated. All requests are treated equally and decisions are not influenced by gender. All workers have confidential access to fully funded Employee Assistance
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) ☑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☑ Access to unpaid leave ☑ Confidentiality of matters disclosed

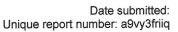


14.



	 ☑ Protection from any adverse action ☑ Flexible working arrangements ☐ Provision of financial support (e.g. of the control of the c	advance bonus paymen			violence
□ N	☐ Other (provide details): Any request made would be individed to (you may specify why no other support ☐ Currently under development, pleased ☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not a priority ☐ Other (provide details):	dually negotiated and tre mechanisms are in place	ce)	49-41-5-29-5	
Whei AND	re any of the following options are ava men? flexible hours of work	iilable in your workpla	ce, are those op	otion/s availab	le to both womer
•	compressed working weeks time-in-lieu				
•	telecommuting				
•	part-time work job sharing				
•	carer's leave				
•	purchased leave				
Optio	unpaid leave. ons may be offered both formally and/o	or informally.			
For e	xample, if time-in-lieu is available to w	omen formally but to	men informally,	you would se	elect NO.
⊠ Ye	es, the option/s in place are available to boo, some/all options are not available to bo	ooth women and men. oth women AND men.			
 Ye No14.1	es, the option/s in place are available to be so, some/all options are not available to be which options from the list below are unticked checkboxes mean to	oth women AND men. re available? Please tid	ck the related cl lable to your en	neckboxes. nployees.	
□No	o, some/all options are not available to be Which options from the list below ar	oth women AND men. re available? Please tichhis option is NOT avai	ck the related cl lable to your en	nployees.	anagers
□No	o, some/all options are not available to be Which options from the list below ar	oth women AND men. re available? Please tichhis option is NOT avai	lable to your en	nployees.	anagers Informal
□No	o, some/all options are not available to be Which options from the list below ar	oth women AND men. re available? Please tio his option is NOT avai	lable to your en	nployees.	T
□No	which options from the list below are Unticked checkboxes mean to	re available? Please tic his option is NOT avai Man Formal	lable to your en lagers Informal	Non-m	Informal
□No	which options from the list below are unticked checkboxes mean to	re available? Please tichis option is NOT avail Man Formal	lable to your en	Non-m	Informal
□No	Which options from the list below are Unticked checkboxes mean to Flexible hours of work Compressed working weeks	re available? Please tichis option is NOT availing Formal	lable to your en	Non-m Formal	Informal
□No	Which options from the list below are Unticked checkboxes mean to Flexible hours of work Compressed working weeks Time-in-lieu	oth women AND men. re available? Please tichis option is NOT avail Man Formal	lable to your en	Non-m Formal	Informal
□No	Which options from the list below are Unticked checkboxes mean to Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting	re available? Please tichis option is NOT availing Formal	lable to your en	Non-m Formal	Informal
□No	Which options from the list below are Unticked checkboxes mean to Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work	re available? Please tichis option is NOT available Man Formal	lable to your en	Non-m Formal	Informal
□No	Which options from the list below are Unticked checkboxes mean to Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing	re available? Please tichis option is NOT available? Please tichis option is NOT available? Please tichis option is NOT available.	lable to your en	Non-m Formal	Informal
□No	Which options from the list below are Unticked checkboxes mean to Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave	re available? Please tichis option is NOT available? Please tichis option is NOT available? Please tichis option is NOT available.	lable to your en	Non-m Formal	Informal
□No	Which options from the list below are Unticked checkboxes mean to Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave	re available? Please tichis option is NOT available? Please tichis option is NOT available? Please tichis option is NOT available.	agers Informal Informal	Non-m Formal	Informal

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



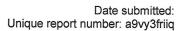




Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

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

5.	Have y	ou consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes ⊠ No	(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): Specific items have been discussed and action outcomes were implemented.
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
oartici	pation. 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 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.	-	ou 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):
⊠ No	(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):
	New managers are provided raining in our EEO, Discrimination and Harassment policy. All managers are award of their responsibilities under the policy and grievance policy.
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.)



Date submitted: Unique report number: a9vy3friiq

Gender composition proportions in your workplace

Important notes:

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 31.2% females and 68.8% males.

Promotions

- 2. 20.0% of employees awarded promotions were women and 80.0% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 22.2% of all non-manager promotions were awarded to women.
- 3. 0.0% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 26.2% of employees who resigned were women and 73.8% were men
 - 0.0% of all managers who resigned were women
 - 26.7% of all non-managers who resigned were women.
- 5. 0.0% 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

- N/A women who utilised parental leave ceased employment before returning to work
- ii. N/A 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.

Notification and access List of employee organisations: Australasian Meat Industry Employees Union

CEO sign off confirmation

Confirmation CEO has signed the report:
Alex
Date:
Apr 30, 2019