



#### Public report

2018-19

Submitted by

Legal Name: Wellard Limited





#### Organisation and contact details

Submitting organisation details	Legal name	Wellard Limited
	ABN	53607708190
	ANZSIC	I Transport, Postal and Warehousing 4810 Water Freight Transport
	Business/trading name/s	
	ASX code (if applicable)	WLD
	Postal address	PO Box 796 FREMANTLE WA 6959 AUSTRALIA
	Organisation phone number	08 9432 2800
Reporting structure	Ultimate parent	Wellard Limited
	Number of employees covered by this report	30





#### All organisations covered by this report

Legal name	Business/trading name/s
Wellard Limited	
Wellard Rural Exports Pty Ltd	





# Workplace profile

### Manager

Manager occupational categories	Reporting level to CEO	CIACAC ACCOUNTS COMME			
OFO (Lived as Business in Australia		Employment status	Ц	Σ	Total employees
cilotator of passing of passing		Full-time permanent	0	2	2
cileatant at accaian a to booth		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	2	2
		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
		Full-time permanent	1	2	3
		Full-time contract	0	0	0
Other executives/General managers	<u>-</u>	Part-time permanent	0	0	0
		Part-time contract	0	1	1
		Casual	0	0	0
		Full-time permanent	2	-	3
		Full-time contract	0	0	0
Senior Managers	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			3	8	11





Date submitted: Unique report number: 6zhxs1ocwy

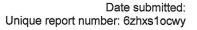
# Workplace profile

## Non-manager

Non-manager occupational categories	Employment etatue	No. of employees (excluded)	(excluding graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentices	(if applicable)	
caroficial caroficial carofic	Employment status	F	M	F	M	100		Total employees
	Full-time permanent	1	2	0	0	0	0	83
	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	2	1	0	0	0	0	60
	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	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	4	2	0	0	0	0	9
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	The second second second	0	0	0	0	0	1
	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
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



		bilove) seevelame to old	2	No of graduates	(if applicable)	No of apprentices	(if a	
Non-manager occupational categories Employment status	Employment status	בכם (בעמור	מתמוכם מיות	E L	anough in	1	N.A.	Total employees
		_	M	L	IVI		IVI	
	Full-time permanent	0	1	0	0	0	0	1
	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	5	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
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		8	11	0	0	0	0	19







#### Reporting questionnaire

#### Gender equality indicator 1: Gender composition of workforce

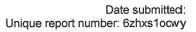
This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, 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:

Pecruitment

- 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?

	<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)</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>
1.5	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 KPI's are currently under review.</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	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	1	3	1
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	1	2

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/nonmanagers)?

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)	1	6
Number of appointments made to NON-MANAGER roles (including promotions)	7	24

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

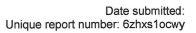
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	4	4	1
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	9	15

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.



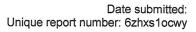




2.1	Please answer the following questions	• • • •		
	Note: If this report covers more than o organisation before proceeding to que		will be repeated for each	
	If your organisation's governing body organisation's name BUT the numerical	is the same as your parent entity's, yo al details of your parent entity's gover	u will need to add your ning body.	
2.1a.1	Organisation name?			
	Wellard Limited			
2 1h 1	How many Chairs on this governing bo	ndv?		
2.10.1	Thou maily change on the governing we	Female	Male	
	Number	0	1	
		1 -		
2.1c.1	c.1 How many other members are on this governing body (excluding the Chair/s)?			
		Female	Male	
	Number	0	4	
	<ul> <li>No (you may specify why a target has not been set)</li> <li>☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Do not have control over governing body/board appointments (provide details why):</li> <li>☐ Not a priority</li> <li>☑ Other (provide details):</li> <li>Appointment practices are aligned to Wellard's Diversity Policy. Positions are based on merit.</li> </ul>			
2.1g.1	Are you reporting on any other organia	sations in this report?		
	⊠ Yes □ No			
2.1a.2	Organisation name?			
	Wellard Rural Exports Pty Ltd			
2.1b.2	How many Chairs on this governing b	ody?		
		Female	Male	
	Number	0	1	
2.1c.2	How many other members are on this	governing body (excluding the Chair/s	s)?	
		Female	Male	

0

Number





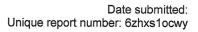


	2.1d.:	2 Has a target been set to increase the representation of women on this governing body?
		☐ Yes ☐ No (you may specify why a target has not been set)
		Governing body/board has gender balance (e.g. 40% women/40% men/20% either)  Currently under development, please enter date this is due to be completed  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. Positions are based on merit.
	2.1g.2	2 Are you reporting on any other organisations in this report?
		☐ Yes ☑ No
	2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?
		☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy
		<ul> <li>No (you may specify why no formal selection policy or formal selection strategy is in place)</li> <li>☐ In place for some governing bodies</li> </ul>
		☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
		<ul> <li>□ Do not have control over governing body appointments (provide details why)</li> <li>□ Not a priority</li> <li>☑ Other (provide details):</li> </ul>
		A formal selection policy for Governing body members is open to consideration at a later date.
	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.
		Wellard limited is a Public company with Wellard Rural Exports as an Australian subsidiary. Equity holders consist of shareholders of the public company (Wellard Limited) registered from time to time.
Ger	nder	equality indicator 3: Equal remuneration between women and men
	remune r 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?
	⊠ Yes	s (select all applicable answers)
	☐ No	Strategy (you may specify why no formal policy or formal strategy is in place)
		☐ Insufficient resources/expertise
	□ NO	Currently under development, please enter date this is due to be completed





	☐ 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?
	<ul> <li>Yes (provide details in question 3.2 below)</li> <li>No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Salaries set by awards/industrial or workplace agreements</li> <li>□ Insufficient resources/expertise</li> <li>☑ Non-award employees paid market rate</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
⊠ Ye	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):
□ No	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)
IS roc	Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there are for discretion in pay changes (because pay increases can occur with some discretion such as performance asments)
	<ul> <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).
	A like-for-like position review is completed annually.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	<ul> <li>✓ Yes – indicate what actions were taken (select all applicable answers)</li> <li>☐ Created a pay equity strategy or action plan</li> <li>✓ Identified cause/s of the gaps</li> </ul>
	Reviewed remuneration decision-making processes
	<ul> <li>✓ Analysed commencement salaries by gender to ensure there are no pay gaps</li> <li>✓ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</li> </ul>
	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 like-for-like gaps
	Set targets to reduce any organisation-wide gaps
	<ul> <li>☐ Reported pay equity metrics (including gender pay gaps) to the governing body</li> <li>☑ Reported pay equity metrics (including gender pay gaps) to the executive</li> </ul>
	☐ Reported pay equity metrics (including gender pay gaps) to all employees
	<ul> <li>☐ Reported pay equity metrics (including gender pay gaps) externally</li> <li>☑ Corrected like-for-like gaps</li> </ul>
	Conducted a gender-based job evaluation process Implemented other changes (provide details):
	☐ Implemented other changes (provide details). ☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis)
	☐ No unexplainable or unjustifiable gaps identified ☐ Currently under development, please enter date this is due to be completed
	- Cantonily under development, piedes onte, date une le des te se complete







☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees are paid market rate ☐ Unable to address cause/s of gaps (provide details why): ☐ Not a priority ☐ Other (provide details):	
If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:	
Wellard's EEO, Discrimination and Harassment policy and Diversity Policy sets a standard of equality and fairness in all of Wellard's practices.	

#### 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.

to cor to ger	mbine p nder eq	aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental uality and to maximising Australia's skilled workforce.
5.	A "Pl great	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.
	Do yo men,	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 o	es. (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)  where we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the 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
	□ No	As a lump sum payment (paid pre- or post- parental leave, or a combination) a, 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):
	time o	☐ 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)
	□ No	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
E0	lf vou	r organisation would like to provide additional information an usua maid accorded by the formation and the second

5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.





Wellard provides an entitlement to all permanent employees (full time / part time), that have at least 12 months service with the business.

The entitlement available to eligible employees will depend upon whether they are the Primary Carer or Non-Primary Carer.

The entitlements are as follows:

**Primary Carer** 

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:

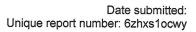
- Regular income 12 weeks at the employee's ordinary weekly rate including superannuation and leave accruals, immediately following the birth or adoption of a child;
- Superannuation or similar Ordinary contributions for the duration of the leave to a maximum of 12 months
- Bonus One off payment of Four 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

#### 7.2 Conditions

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	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% □ 21-30% □ 31-40% □ 41-50% □ 51-60% □ 61-70% □ 71-80% □ 81-90% □ 91-99% □ 100%
5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:







6.	A "S prim	ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
	Do y wom	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?
	∐ N	o, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) on, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY or (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	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 on-primary carer is entitled to receive at the discretion of the employee's supervisor and subject to the nable 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
	the least     Prire excepshall       Ent adopt event     Whrist ye     Prire     An policy     The year; local r     Cha	Conditions  rd may grant paid parental leave in accordance to the conditions of this policy, set out below:  Eligible Employee must have been employed in a Full time or Part time capacity with the company for at 12 months prior to accessing the entitlements of this policy;  nary carer payments will only commence on the day of the birth or the adoption of the child;  nary carer payments are only available in the three months following the birth or the adoption of the child;  twhen local regulations statutory rights and obligations states otherwise, in which event the local rules orevail.  Itements available to the Non-primary carer will be available 12 months following the birth or the on of the child; except when local regulations statutory rights and obligations states otherwise, in which the local rules shall prevail.  There a primary carer is eligible to receive the return to work bonus, the bonus will be paid at the end of the ear following return to work.  There are results provide a written statement declaring their role as the primary carer;  Eligible Employee may only claim one type of entitlement for each new born child available under this and may not switch between being a primary or non-primary carer for each occurrence;  Entitlements available within this PPLP are only applicable to the Eligible Employee once per calendar and except when local regulations statutory rights and obligations states otherwise, in which event the results shall prevail.  The provided in a primary or properties and obligations states otherwise, in which event the results shall prevail.
	discre	tion.
	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.
		☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☑ 51-60%

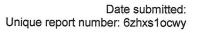


8.

9.



	Surrogacy     Stillbirth     Stillbirth		our empl	oyer funded	paid pa	rental le	eave for sec	ondary car	ers covers:
low r		RS have take	en paren	tal leave dur ess of when	ing the i	reportin nenced.	g period (pa	iid and/or u	ınpaid)? Include
		Dei	mont cor	aria lagua			Socondar	y carer's lea	ave.
		Fema	imary care ale	ers leave Male	and the second second		Female	y carers led	Male
Manag	gers	2		0		0		1	-
	Non-managers	5	Fe 1	Primary carer	Ma 0		Fem 0		Male 0
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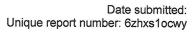


	<ul> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> <li>Individually negotiated and written into contract or an IFA is entered into / considered, upon the request by the worker.</li> </ul>
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring 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> <li>Individually negotiated in accordance with the NES.</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): Wellard is open consider other support mechanisms which can be individually 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?
	<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 agreements</li> <li>☐ Not aware of the need</li> <li>☐ Not a priority</li> <li>☑ Other (please provide details):</li> <li>Could be individually negotiated. All requests are treated equally and decisions are not influenced by gender.</li> </ul>
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  Referral of employees to appropriate domestic violence support services for expert advice  Protection from any adverse action or discrimination based on the disclosure of domestic violence  Flexible working arrangements  Provision of financial support (e.g. advance bonus payment or advanced pay)  Offer change of office location





□ No	<ul> <li>☐ Emergency accommodation assistance</li> <li>☐ Access to medical services (e.g. doctors)</li> <li>☐ Other (provide details):</li></ul>	or or nurse) ally negotiated and treatechanisms are in place	e)		
AND I	e any of the following options are availamen? flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. ons may be offered both formally and/or xample, if time-in-lieu is available to work so, some/all options are not available to both	informally. men formally but to r th women and men. a women AND men.	men informally,	you would se	
14.1	Unticked checkboxes mean this	s option is NOT avail	lable to your en	nployees.	
			agers		anagers
	Electric become afternal	Formal	Informal 🖂	Formal	Informal 🖂
	Flexible hours of work				
	Compressed working weeks				
	Time-in-lieu	П	П		
	Telecommuting				
	Part-time work				
	Job sharing				
	Carer's leave Purchased leave				
	Unpaid leave				
14.3	You may specify why any of the above  Currently under development, please Insufficient resources/expertise Not a priority Other (provide details):				



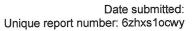




#### Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

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?
	□ Ye	o (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 have been implemented.
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ge	nder	equality indicator 6: Sex-based harassment and discrimination
partic	ipation.	on 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 strateg training of managers on SBH is in place.
16.	Do yo	ou 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 yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	☐ Yes	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







⊠ No	<ul> <li>Other (provide details):</li> <li>(you may specify why this training is not provided)</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> <li>New Managers are provided training in our EEO, Discrimination and Harassment policy. All Managers are aware of their responsibilities under the policy and grievance policy.</li> </ul>
17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

#### Other

 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:

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.
- 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 36.7% females and 63.3% males.

#### **Promotions**

- 2. 50.0% of employees awarded promotions were women and 50.0% were men
  - . 0.0% of all manager promotions were awarded to women
  - 57.1% of all non-manager promotions were awarded to women.
- 6.7% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

#### Resignations

- 4. 42.9% of employees who resigned were women and 57.1% were men
  - 33.3% of all managers who resigned were women
  - ii. 44.8% of all non-managers who resigned were women.
- 5. 6.7% 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. 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.

# Notification and access List of employee organisations: CEO sign off confirmation Name of CEO or equivalent: Confirmation CEO has signed the report: John Klepec CEO signature:

Apr 30, 2019

