



WJ

Gender Equality Indicators

GEI 1 – Workforce Composition

Your policy /strategy

Your workforce composition by role

| | Key Management Personnel (KMPs) | | Managers | | Non-Management | |
|---------|---------------------------------|-----|----------|-----|----------------|-----|
| | Women | Men | Women | Men | Women | Men |
| 2021-22 | | | | | | |
| 2022-23 | | | | | | |
| 2023-24 | | | | | | |

Your workforce composition by employment status

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

GEI 2 – Gender composition of the governing body

According to WGEA and BCEC’s 2020 Gender Equity Insights Report, a more balanced gender composition of a governing body has been shown to have positive effects on workplace gender equality outcomes and improved company performance. Women holding 20% or more board seats is shown to be more effective in achieving this benefit.

Your policy /strategy

You have a formal policy or strategy to support and achieve gender equality in the governing body. N/A

Gender composition of your governing body

■ Women ■ Men

Some organisations set targets to increase representation of women on their governing body

GEI 3 – Equal remuneration between women and men

Organisations that analyse the drivers of their gender pay gaps and take action to address them are more successful in reducing their gender pay gaps.

Your policy /strategy

You have a policy or strategy for equal remuneration between women and men YES

Action taken

You have analysed your payroll to determine if there are any remuneration gaps between women and men (e.g., conducted a by-level or gender pay gap analysis) YES

If yes, when was the most recent gender remuneration analysis done? N/A

Was any action taken as a result of your analysis? N/A

Guidance on conducting a pay gap analysis is available on WGEA’s [WGEA’s pay gap analysis](#)

GEI 4 – 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.

When employee benefits are accessible and utilised equitably by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention.

Research has also shown that you can reduce your gender pay gap by fostering more gender equal uptake of parental leave and flexible working arrangements.

Your policy /strategy

You have a policy or strategy for flexible working arrangements.

Metrics on the use of, and/or the impact of, flexibility measures are reported to your governing body^o over

N/A

N/A

N/A

N/A

N/A

