



Australian Government



Workplace  
Gender Equality  
Agency

## 2021 - 22 Compliance Program

Submitted by:

**Judo Bank Pty Ltd (ABN:11615995581)**

# #Workplace overview

## Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

|                                                                        |                                                                             |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| ...Recruitment                                                         | Yes( <i>Select all that apply</i> )                                         |
| ...Yes                                                                 | Strategy                                                                    |
| ...Retention                                                           | Yes( <i>Select all that apply</i> )                                         |
| ...Yes                                                                 | Strategy                                                                    |
| ...Performance management processes                                    | Yes( <i>Select all that apply</i> )                                         |
| ...Yes                                                                 | Policy<br>Strategy                                                          |
| ...Promotions                                                          | No( <i>Select all that apply</i> )                                          |
| ...No                                                                  | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Currently under development                                         | 30-Sep-2022                                                                 |
| ...Talent identification/identification of high potentials             | No( <i>Select all that apply</i> )                                          |
| ...No                                                                  | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Currently under development                                         | 31-Dec-2022                                                                 |
| ...Succession planning                                                 | Yes( <i>Select all that apply</i> )                                         |
| ...Yes                                                                 | Strategy                                                                    |
| ...Training and development                                            | Yes( <i>Select all that apply</i> )                                         |
| ...Yes                                                                 | Strategy                                                                    |
| ...Key performance indicators for managers relating to gender equality | No( <i>Select all that apply</i> )                                          |
| ...No                                                                  | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Currently under development                                         | 31-Jul-2022                                                                 |

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

|                                     |        |
|-------------------------------------|--------|
| Yes( <i>Select all that apply</i> ) |        |
| ...Yes                              | Policy |

3: Does your organisation have any of the following targets to address gender equality in your workplace?

|                                        |                                                                                                  |
|----------------------------------------|--------------------------------------------------------------------------------------------------|
| Other( <i>Please provide details</i> ) |                                                                                                  |
| ...Other                               | Formal targets currently in development. Informally focussed on improving gender representation. |

4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Monthly reporting on gender diversity is communicated to Executive team.

People Leaders can view team gender diversity in HRIS.

Recruitment agencies are requested to produce diverse candidate shortlist.

Organised activities that promote gender diversity i.e International Women's Day.

Generous parental leave policy that is accessible for all permanent employees.

Conducted employee focus groups on diversity and inclusion.

Diversity statement included in Judo's prospectus.

## Governing bodies

### *Judo Bank Pty Ltd*

|                                                                                               |                                                                                      |
|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| 1: Does this organisation have a governing body?                                              | Yes( <i>Provide further details on the governing body(ies) and its composition</i> ) |
| 1.1: What is the name of your governing body?                                                 | Judo Board of Directors                                                              |
| 1.2: What type of governing body does this organisation have?                                 | Board of directors                                                                   |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? |                                                                                      |
| ...Chairs                                                                                     |                                                                                      |
| ...Female                                                                                     | 0                                                                                    |
| ...Male                                                                                       | 1                                                                                    |
| ...Non-binary                                                                                 | 0                                                                                    |
| ...Members                                                                                    |                                                                                      |
| ...Female                                                                                     | 3                                                                                    |
| ...Male                                                                                       | 3                                                                                    |

|                                                                                                                             |                                           |
|-----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| ...Non-binary                                                                                                               | 0                                         |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | Yes( <i>Select all that apply</i> )       |
|                                                                                                                             | Strategy                                  |
| 1.5: Has a target been set to increase the representation of women on this governing body?                                  | No( <i>Select all that apply</i> )        |
|                                                                                                                             | Other (provide details)                   |
|                                                                                                                             | Governing body has gender balance at 43%  |
| 1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?          | No                                        |
|                                                                                                                             | Other (provide details)                   |
|                                                                                                                             | Governing body has gender balance at 43%. |
| 1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?                           |                                           |

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

NA

# #Action on gender equality

## Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

...Yes

Policy  
Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...Yes

To achieve gender pay equity  
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)  
To ensure managers are held accountable for pay equity outcomes

2: What was the snapshot date used for your Workplace Profile?

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

No

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

No

5: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Gender parity is included as a lens in our remuneration review and formal pay gender review to occur going forward pre and post remuneration review each year.

Out of cycle remuneration review also requires a gender pay equity assessment.

## Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

|                                                                                                                                                                  |                                                                                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.2: Did you take any actions as a result of your gender remuneration gap analysis?                                                                              | Yes( <i>Select all that apply</i> )                                                                                                                                                                                                                  |
| 1.2: Did you take any actions as a result of your gender remuneration gap analysis?                                                                              | Created a pay equity strategy or action plan<br>Identified cause/s of the gaps<br>Analysed commencement salaries by gender to ensure there are no pay gaps<br>Corrected like-for-like gaps                                                           |
| .. Yes                                                                                                                                                           |                                                                                                                                                                                                                                                      |
| 1.3: 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) | Gender parity is included as a lens in our remuneration review and formal pay gender review to occur going forward pre and post remuneration review each year.<br><br>Out of cycle remuneration review also requires a gender pay equity assessment. |

2: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

No

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

We review remuneration against external remuneration benchmarking data. This helps us to understand where a certain role should be placed and allows us to bridge any gaps.

## Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?

Focus groups

1.2: Who did you consult?

Other (provide details)

...Other (provide details)

Invitation was sent to all staff to participate in diversity focus groups and approximately 20% of workforce participated.

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

30-Jun-2022

3: On what date did your organisation share your previous year's public reports with employees?

2-Mar-2022

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

2-Mar-2022

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

No

6: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

Previous year public reports shared on employee intranet (accessible to employees with the opportunity to comment) and Judo Bank company website (accessible to both employees and shareholders).

# #Flexible work

## Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes (*Select all that apply*)

|                                                                                              |                                                                      |
|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| ...Yes                                                                                       | Policy                                                               |
| ...A business case for flexibility has been established and endorsed at the leadership level | Yes                                                                  |
| ...Leaders are visible role models of flexible working                                       | Yes                                                                  |
| ...Flexible working is promoted throughout the organisation                                  | Yes                                                                  |
| ...Targets have been set for engagement in flexible work                                     | No ( <i>Select all that apply</i> )                                  |
| ...No                                                                                        | Other (provide details)                                              |
| ...Other (provide details)                                                                   | Not required as employees are actively engaging in working flexibly. |
| ...Targets have been set for men's engagement in flexible work                               | No ( <i>Select all that apply</i> )                                  |
| ...No                                                                                        | Other (provide details)                                              |
| ...Other (provide details)                                                                   | Have not differentiated between men and women.                       |
| ...Leaders are held accountable for improving workplace flexibility                          | Yes                                                                  |
| ...Manager training on flexible working is provided throughout the organisation              | No ( <i>Select all that apply</i> )                                  |
| ...No                                                                                        | Other (provide details)                                              |
| ...Other (provide details)                                                                   | Leaders provided with coaching as required.                          |
| ...Employee training is provided throughout the organisation                                 | No ( <i>Select all that apply</i> )                                  |
| ...No                                                                                        | Insufficient resources/expertise                                     |
| ...Team-based training is provided throughout the organisation                               | No ( <i>Select all that apply</i> )                                  |
| ...No                                                                                        | Insufficient resources/expertise                                     |
| ...Employees are surveyed on whether they have sufficient flexibility                        | Yes                                                                  |
| ...The organisation's approach to flexibility is integrated into client conversations        | No ( <i>Select all that apply</i> )                                  |
| ...No                                                                                        | Other (provide details)                                              |



|                                                                                                               |                                                                |
|---------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)           | Yes                                                            |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | No( <i>Select all that apply</i> )                             |
| ...No                                                                                                         | Other (provide details)                                        |
| ...Other (provide details)                                                                                    | Part time roles reported only. Survey conducted in April 2022. |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body       | No( <i>Select all that apply</i> )                             |
| ...No                                                                                                         | Other (provide details)                                        |
| ...Other (provide details)                                                                                    | Part time roles reported only.                                 |
| ...Other (provide details)                                                                                    | No                                                             |

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

|                                           |                                                                                       |
|-------------------------------------------|---------------------------------------------------------------------------------------|
| ...Flexible hours of work                 | Yes( <i>Select one option only</i> )                                                  |
| ...Yes                                    | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men         | Informal options are available                                                        |
| ...Compressed working weeks               | No( <i>You may specify why the above option is not available to your employees.</i> ) |
| ...No                                     | Other (provide details)                                                               |
| ...Other (provide details)                | Business decision not to provide this option                                          |
| ...Time-in-lieu                           | Yes( <i>Select one option only</i> )                                                  |
| ...Yes                                    | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men         | Informal options are available                                                        |
| ...Telecommuting (e.g. working from home) | Yes( <i>Select one option only</i> )                                                  |
| ...Yes                                    | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men         | Informal options are available<br>Formal options are available                        |
| ...Part-time work                         | Yes( <i>Select one option only</i> )                                                  |
| ...Yes                                    | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men         | Formal options are available                                                          |
| ...Job sharing                            | No( <i>You may specify why the above option is not available to your employees.</i> ) |
| ...No                                     | Other (provide details)                                                               |
| ...Other (provide details)                | Would be considered if requested on an ad hoc basis.                                  |
|                                           |                                                                                       |

|                                   |                                                                |
|-----------------------------------|----------------------------------------------------------------|
| ...Carer's leave                  | Yes( <i>Select one option only</i> )                           |
| ...Yes                            | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men | Formal options are available                                   |
| ...Purchased leave                | Yes( <i>Select one option only</i> )                           |
| ...Yes                            | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men | Formal options are available                                   |
| ...Unpaid leave                   | Yes( <i>Select one option only</i> )                           |
| ...Yes                            | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men | Formal options are available                                   |

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

Yes

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

No

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Employee performance is measured by performance and not presenteeism

Other(*Provide details*)

All team meetings are held online

...Other

Flexibility guidelines to be published by 1 June to all employees and informal, ad hock support to both employees and managers available when required.

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

We also offer 2 weeks of additional annual leave, 1 day of Big Life Event leave and paid volunteer leave to employees per year.

# #Employee support

## Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

|                                                                                                                                                                             |                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| 1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?                                      | Yes( <i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i> ) |
| 1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:                                                                 | All, regardless of gender                                                                                |
| 1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:                                                                          | Birth<br>Adoption<br>Surrogacy<br>Stillbirth                                                             |
| 1.1.c: How do you pay employer funded paid parental leave to primary carers?                                                                                                | Paying the employee's full salary                                                                        |
| 1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?                                                                      | Yes, on employer funded parental leave                                                                   |
| 1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?                                                                      | 16                                                                                                       |
| 1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?                                     | 91-100%                                                                                                  |
| 1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | Yes                                                                                                      |
| 1.1.g.1: How long is the qualifying period?                                                                                                                                 | 6                                                                                                        |
| 1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | Yes                                                                                                      |
| 1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | Within 12 months                                                                                         |

|                                                                                                                                                                               |                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| .. Yes                                                                                                                                                                        |                                                                                                   |
| 1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?                                      | Yes(Please indicate how employer funded paid parental leave is provided to the secondary carers.) |
| 1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:                                                                 | All, regardless of gender                                                                         |
| 1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:                                                                          | Birth<br>Adoption<br>Surrogacy<br>Stillbirth                                                      |
| 1.2.c: How do you pay employer funded paid parental leave to secondary carers?                                                                                                | Paying the employee's full salary                                                                 |
| 1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?                                                                      | Yes, on employer funded parental leave                                                            |
| 1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?                                                                      | 8                                                                                                 |
| 1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?                                     | 90-100%                                                                                           |
| 1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | Yes                                                                                               |
| 1.2.g.1: How long is the qualifying period?                                                                                                                                   | 6                                                                                                 |
| 1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | Yes                                                                                               |
| 1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | Within 12 months                                                                                  |
| .. Yes                                                                                                                                                                        |                                                                                                   |

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Our policy includes discretionary paid leave in the case of birth complications for the birth or mother including stillbirth.

As part of our paid primary carers leave we provide the following leave

- First child – 16 weeks
- Second child – 18 weeks
- Third child – 20 weeks

For secondary carers the following paid parental leave is provided

- First child – 8 weeks
- Second child – 9 weeks
- Third child – 10 weeks

## Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes(Select all that apply)

...Yes

Policy

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

...Employer subsidised childcare

No(You may specify why the above support mechanism is not available to your employees.)

...No

Insufficient resources/expertise

...On-site childcare

No(You may specify why the above support mechanism is not available to your employees.)

...No

Insufficient resources/expertise

...Breastfeeding facilities

Yes(Please indicate the availability of this support mechanism.)

...Yes

Available at SOME worksites

...Childcare referral services

No(You may specify why the above support mechanism is not available to your employees.)

...No

Insufficient resources/expertise

...Internal support networks for parents

No(You may specify why the above support mechanism is not available to your employees.)

...No

Other (provide details)

...Other (provide details)

Support provided on a needs basis due to maturity of business

...Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No(You may specify why the above support mechanism is not available to your employees.)

|                                                                                      |                                                                                                  |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| ...No                                                                                | Other (provide details)                                                                          |
| ...Information packs for new parents and/or those with elder care responsibilities   | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No                                                                                | Currently under development( <i>Select the estimated completion date.</i> )                      |
| ...Currently under development                                                       | 30-Mar-2023                                                                                      |
| ...Referral services to support employees with family and/or caring responsibilities | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes                                                                               | Available at ALL worksites                                                                       |
| ...Targeted communication mechanisms (e.g. intranet/forums)                          | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No                                                                                | Insufficient resources/expertise                                                                 |
| ...Support in securing school holiday care                                           | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No                                                                                | Insufficient resources/expertise                                                                 |
| ...Coaching for employees on returning to work from paid parental leave              | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No                                                                                | Currently under development( <i>Select the estimated completion date.</i> )                      |
| ...Currently under development                                                       | 30-Mar-2023                                                                                      |
| ...Parenting workshops targeting mothers                                             | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No                                                                                | Insufficient resources/expertise                                                                 |
| ...Parenting workshops targeting fathers                                             | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No                                                                                | Insufficient resources/expertise                                                                 |
| ...Other (provide details)                                                           | No                                                                                               |

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

NA

## Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes

Policy

1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

|                                |                                                                             |
|--------------------------------|-----------------------------------------------------------------------------|
| ...All managers                | No( <i>You may specify why this training is not provided.</i> )             |
| ...No                          | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Currently under development | 30-Jun-2023                                                                 |
| ...All employees               | No( <i>You may specify why this training is not provided.</i> )             |
| ...No                          | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Currently under development | 30-Jun-2023                                                                 |

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Currently developing Judo's Inclusion, Equity and Diversity Strategy. Training is on the strategic roadmap for FY23.

## Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(*Select all that apply*)

|        |        |
|--------|--------|
| ...Yes | Policy |
|--------|--------|

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

|                                                                                            |                                                            |
|--------------------------------------------------------------------------------------------|------------------------------------------------------------|
| ...Employee assistance program (including access to psychologist, chaplain or counsellor)  | Yes                                                        |
| ...Training of key personnel                                                               | No( <i>Select all that apply</i> )                         |
| ...No                                                                                      | Insufficient resources/expertise                           |
| ...A domestic violence clause is in an enterprise agreement or workplace agreement         | No( <i>Select all that apply</i> )                         |
| ...No                                                                                      | Other (provide details)                                    |
| ...Other (provide details)                                                                 | Do not have an enterprise agreement or workplace agreement |
| ...Workplace safety planning                                                               | No( <i>Select all that apply</i> )                         |
| ...No                                                                                      | Insufficient resources/expertise                           |
| ...Access to paid domestic violence leave (contained in an enterprise/workplace agreement) | No( <i>Select all that apply</i> )                         |
| ...No                                                                                      | Other (provide details)                                    |
| ...Other (provide details)                                                                 | part of leave policy                                       |

|                                                                                                                    |                                              |
|--------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)                       | No( <i>Select all that apply</i> )           |
| ...No                                                                                                              | Other (provide details)                      |
| ...Other (provide details)                                                                                         | part of leave policy                         |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)                     | Yes( <i>Is the leave period unlimited?</i> ) |
| ...Yes                                                                                                             | No                                           |
| : How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided? | 5                                            |
| ...Access to unpaid leave                                                                                          | Yes( <i>Is the leave period unlimited?</i> ) |
| ...Yes                                                                                                             | Yes                                          |
| ...Confidentiality of matters disclosed                                                                            | Yes                                          |
| ...Referral of employees to appropriate domestic violence support services for expert advice                       | Yes                                          |
| ...Protection from any adverse action or discrimination based on the disclosure of domestic violence               | Yes                                          |
| ...Flexible working arrangements                                                                                   | Yes                                          |
| ...Provision of financial support (e.g. advance bonus payment or advanced pay)                                     | Yes                                          |
| ...Offer change of office location                                                                                 | Yes                                          |
| ...Emergency accommodation assistance                                                                              | Yes                                          |
| ...Access to medical services (e.g. doctor or nurse)                                                               | Yes                                          |
| ...Other (provide details)                                                                                         | No                                           |

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

NA



# #Diversity and inclusion

## Voluntary section

1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes (Select all that is covered.)

|          |                                                                                                                                                                                                   |
|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ...Yes   | Age<br>Gender identity<br>Sexual orientation<br>Disability and/or accessibility<br>Cultural and/or language and/or race/ethnicity background<br>Aboriginal and/or Torres Strait Islander identity |
| ...Other |                                                                                                                                                                                                   |

2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

No

...If this data can be shared and is not confidential, please complete the below table:

3: Do you currently collect data on any of the following dimensions of employees' identities?

Gender identity  
Other

...Other

Country of birth and age