



Date Created: 01-07-2024



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2023 - 24 Gender Equality Reporting

## Submitted By:

Officeworks Ltd 36004763526

Officeworks Businessdirect Pty Ltd 86061239807

Geeks2U Pty Ltd 27125370434

Kmart Australia Limited 73004700485

Catch.Com.Au Pty Ltd 22149779939

R.J. Beaumont & Co. Pty. Ltd. 61007703997

CROSBY TILES PTY. LTD. 58006844579

TILERS PLUS PTY LIMITED 62050294169

Bunnings Group Limited 26008672179

Australian Pharmaceutical Industries Ltd 57000004320

Priceline Proprietary Limited 18005968310

The Workwear Group Pty Ltd 82004055387

J. Blackwood & Son Pty Ltd 43000010300

Coregas Pty Ltd 32001255312

Blacksmith Jacks Pty Ltd 44115803659



**Date Created: 01-07-2024**

Bullivants Pty Limited 47087887072

Lawvale Pty. Ltd. 50007120603

Target Australia Pty. Ltd. 75004250944

Wesfarmers Limited 28008984049

Wesfarmers Chemicals, Energy & Fertilisers Limited 48008797402

Australian Vinyls Corporation Limited 15078558595

Csbp Limited 81008668371

Wesfarmers Kleenheat Gas Pty Ltd 40008679543

Modwood Technologies Pty Ltd 91094868201

Wesfarmers Lpg Pty Ltd 32009214831

CLEARSKINCARE CLINICS PAYROLL PTY LTD 39169902765

WESFARMERS ONE PASS PTY LTD 39650854845

CM3 CONTRACTOR MANAGEMENT PTY LTD 39655875620

SLC GLENELG PTY LTD 23602594525

SLC BELCONNEN PTY LTD 95643595493

SLC BURLEIGH PTY LTD 63644187459

SLC BUNDABERG PTY LTD 76637484336

SLC FAIRFIELD PTY LTD 47631501454

SLC ELLENBROOK PTY LTD 86628815761

SLC MACKAY PTY LTD 97626338878



**Date Created: 01-07-2024**

SLC HOBART PTY LTD 75624967844

SLC MIDLAND GATE PTY LTD 80626496768

SLC ROCKHAMPTON PTY LTD 11626339259

SLC STRATHPINE PTY LTD 48638175961

SLC WODEN PTY LTD 69645778721

SILK Laser Clinic Australia Pty Ltd 94154633664

SLC BURNSIDE PTY LTD 44626338592

SLC FIGTREE PTY LTD 34662964776

SLC JOONDALUP PTY LTD 21636257317

SLC SANDY BAY PTY LTD 15662784876

SLC KARINGAL PTY LTD 79658135294

ASC COOMERA PTY LTD 74656951441

ASC WARRINGAH MALL PTY LTD 44655805593

Eden Laser Clinics Pty Ltd 24151004474

Eden Laser Clinic (001) Pty Ltd 13151004867

Eden Laser Clinic (002) Pty Ltd 67151005088

Eden Laser Clinic (003) Pty Ltd 87156152313

Eden Laser Clinic (004) Pty Ltd 53161363711

Eden Laser Clinic (005) Pty Ltd 21168002711

Eden Laser Clinic (006) Pty Ltd 48602096471



**Date Created: 01-07-2024**

Eden Laser Clinics (008) Pty Ltd 12613099371

Eden Laser Clinics (009) Pty Ltd 18615895540

## Public Reports

Public report documents contains data which will be published in full by WGEA on the Data Explorer. They should, with public report documents, be taken to your CEO or equivalent for review, approval and sign off and must be shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012*.

The following three documents make up your Public Report:

- Questionnaire – Public Report
- Workplace Profile – Public Report
- Workforce Statistics – Public Report

Public reports are used for:

- Review, approval and sign-off of the submission by your CEO or equivalent
- Complying with the Notification and Access requirements outlined below
- Keeping an internal record of what was submitted to WGEA for a particular year

### Review, approval and sign-off:

The following documents must be reviewed by the CEO or equivalent of each organisation covered in this submission. More information found [here](#).

- Questionnaire – Confidential Report
- Questionnaire – Public Report
- Workplace Profile - Confidential Report
- Workplace Profile – Public Report
- Workforce Statistics – Public Report

### Notification and Access requirements

To comply, an employer must do the following as soon as reasonably practicable:

- Inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- Provide access to the public data to employees and members or shareholders
- Inform employee organisations with members in its workplace that the report has been lodged

More information found [here](#).

# #Workplace Overview

## Workplace Overview - Policies & Strategies

### **\* 1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?**

This question asks whether your organisation has 'policies' and/or 'strategies' in place that support gender equality in the workplace and what the policies and/or strategies include. These areas are considered key to achieving gender diversity in the composition of your workforce. If you do not have a policy and/or strategy in place, you will have the opportunity to indicate why.

Yes

Policy; Strategy

#### **1.1a Do the formal policies and/or formal strategies include any of the following?**

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality; Gender and other aspects of diversity

**Provide details:**

### **\* 1.2 Does your organisation have any targets to address gender equality in your workplace?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people.

Yes

Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; Increase the number of men in female-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

# Workplace Overview - Governing Bodies

## 1.4 Identify your organisation/s' governing body or bodies

*Governing bodies are the group of people who formulate policy and direct the affairs of an institution in partnership with the managers. The core role of a governing body is the governance of an organisation. Governing bodies:*

- *include voluntary boards of not-for-profit organisations*
- *are not a diversity council or committee*
- *are not a global diversity and inclusion team.*

*Some organisations have common types of governing bodies. For:*

- *private or publicly listed companies – the governing body is one or more directors or a board of directors*
- *trusts – the governing body is the trustee*
- *partnerships – the governing body will be all or some partners (if they are elected)*
- *religious structures – the governing body is a canonical advisor, bishop or archbishop*
- *any other structure – the governing body is the management committee.*

*If you share a governing body with your parent organisation, then your governing body is the same as your parent's*

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Officeworks Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited



**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

**Date Created: 01-07-2024**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Officeworks Businessdirect Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

Date Created: 01-07-2024

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Geeks2U Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

**Date Created: 01-07-2024**

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	<b>Female (F)</b>	<b>Male (M)</b>	<b>X</b>
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

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**Organisation:** Kmart Australia Limited

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

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	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
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**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

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**Organisation:** Catch.Com.Au Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

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**For the Chair:** 3

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**Organisation:** R.J. Beaumont & Co. Pty. Ltd.

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

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**Organisation:** CROSBY TILES PTY. LTD.

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

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For the Chair: 3

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**Organisation:** TILERS PLUS PTY LIMITED

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

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The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

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	Female (F)	Male (M)	X
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Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing

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**Organisation:** Bunnings Group Limited

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

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Chair	0	1	0
Members (excluding chairs)	4	5	0

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Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes



Date Created: 01-07-2024

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Australian Pharmaceutical Industries Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

**Date Created: 01-07-2024**

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	<b>Female (F)</b>	<b>Male (M)</b>	<b>X</b>
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

**Date Created: 01-07-2024**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
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- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Priceline Proprietary Limited

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.

**Date Created: 01-07-2024**

- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** The Workwear Group Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** J. Blackwood & Son Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

Date Created: 01-07-2024

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Coregas Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No



**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

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- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Blacksmith Jacks Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

**Date Created: 01-07-2024**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing

**Date Created: 01-07-2024**

body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

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**Organisation:** Bullivants Pty Limited

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

Date Created: 01-07-2024

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

Date Created: 01-07-2024

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**G.2 Year of target to be reached: 2024-06-30**

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**Organisation:** Lawvale Pty. Ltd.

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

**Date Created: 01-07-2024**

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	<b>Female (F)</b>	<b>Male (M)</b>	<b>X</b>
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

**Date Created: 01-07-2024**

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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Target Australia Pty. Ltd.

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0



**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

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**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

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- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Wesfarmers Limited

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

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	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

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**G.2 Year of target to be reached:** 2024-06-30

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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

Date Created: 01-07-2024

**Organisation:** Wesfarmers Chemicals, Energy & Fertilisers Limited

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

Date Created: 01-07-2024

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Australian Vinyls Corporation Limited

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Csbp Limited

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

**Date Created: 01-07-2024**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing



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body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Wesfarmers Kleenheat Gas Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

Date Created: 01-07-2024

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

Date Created: 01-07-2024

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
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- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Modwood Technologies Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

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X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2024-06-30

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You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

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- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Wesfarmers Lpg Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

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- You must tick the organisation/s this governing body relates to.

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- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
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**Organisation:** CLEARSKINCARE CLINICS PAYROLL PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

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**Organisation:** WESFARMERS ONE PASS PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

Date Created: 01-07-2024

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

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**Organisation:** CM3 CONTRACTOR MANAGEMENT PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

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**Organisation:** SLC GLENELG PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

**Date Created: 01-07-2024**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing

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body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC BELCONNEN PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

Date Created: 01-07-2024

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

Date Created: 01-07-2024

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC BURLEIGH PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.



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X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	<b>Female (F)</b>	<b>Male (M)</b>	<b>X</b>
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

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You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC BUNDABERG PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.

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- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC FAIRFIELD PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC ELLENBROOK PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

Date Created: 01-07-2024

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC MACKAY PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3



For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC HOBART PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

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The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing

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body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

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Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC MIDLAND GATE PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

Date Created: 01-07-2024

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

Date Created: 01-07-2024

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC ROCKHAMPTON PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

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X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	<b>Female (F)</b>	<b>Male (M)</b>	<b>X</b>
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

**Date Created: 01-07-2024**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

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- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC STRATHPINE PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.



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- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC WODEN PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

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Date Created: 01-07-2024

**Organisation:** SILK Laser Clinic Australia Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

Date Created: 01-07-2024

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC BURNSIDE PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

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**Organisation:** SLC FIGTREE PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

Date Created: 01-07-2024

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing

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body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC JOONDALUP PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors



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**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

Date Created: 01-07-2024

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC SANDY BAY PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

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X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	<b>Female (F)</b>	<b>Male (M)</b>	<b>X</b>
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

**Date Created: 01-07-2024**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** SLC KARINGAL PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.

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- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** ASC COOMERA PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

'X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** ASC WARRINGAH MALL PTY LTD

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity



Date Created: 01-07-2024

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Eden Laser Clinics Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Eden Laser Clinic (001) Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

Date Created: 01-07-2024

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing

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body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Eden Laser Clinic (002) Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

Date Created: 01-07-2024

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

Date Created: 01-07-2024

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
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- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Eden Laser Clinic (003) Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

Date Created: 01-07-2024

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2024-06-30



**Date Created: 01-07-2024**

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

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- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Eden Laser Clinic (004) Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

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- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
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- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Eden Laser Clinic (005) Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report.

Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

Date Created: 01-07-2024

**Organisation:** Eden Laser Clinic (006) Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

Date Created: 01-07-2024

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Eden Laser Clinics (008) Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target:** 40

**G.2 Year of target to be reached:** 2024-06-30

You are required to provide details of each organisation's governing body. A governing body is defined as the one that has **primary** responsibility for the organisation's governance. As such, you must only report one governing body for each organisation covered in this report. Please note:

- You must tick the organisation/s this governing body relates to.
- If there are multiple organisations covered in this report you must tick all that relate to this particular governing body.
- If this governing body does not cover all organisations, you should add another governing body after saving this one.
- If you have already ticked an organisation in another governing body in this report, you must not tick it again below.

**Organisation:** Eden Laser Clinics (009) Pty Ltd

**\*A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**\*B. What is the name of your governing body?**

The Board of Wesfarmers Limited

**\*C. What type of governing body does this organisation have?**



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The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

Board of Directors

**\*D. How many members are in the governing body and who holds the predominant Chair position?**

A Chair is the person who leads and chairs meetings of the governing body. In the situation of rotating Chair position for the meetings, the predominant gender of the people acting as Chairs for the meeting during the reporting period should be used.

X' is a voluntary option to cover members who do not identify as either male or female as defined in the reporting guide.

	Female (F)	Male (M)	X
<b>Chair</b>	0	1	0
<b>Members (excluding chairs)</b>	4	5	0

**\*E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender and other aspects of diversity

**F. Does this organisation's governing body have limits on the terms of its Chair and/or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 3

**For the Members:** 3

**\*G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing

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body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.

Yes

**G.1 Percentage (%) of target: 40**

**G.2 Year of target to be reached: 2024-06-30**

# #Action on gender equality

## Action on Gender Equality - Pay Equity and Gender Pay Gap

Gender Pay Equity is when women and men receive equal pay for work of the same or similar value, however, it is not just about ensuring women and men performing the same role are paid the same but also about ensuring women and men performing different work of equal and comparable value are paid equitably. This is a legal requirement in Australia.

The gender pay gap is not to be confused with gender pay equity. The gender pay gap is the difference in average or median earnings between women and men and is usually a consequence of disadvantages employees face in the workplace. Gender pay gaps are also not a direct comparison of like roles.

Gender pay gaps are a useful way to monitor the different earning capacities of women and men across organisations, industries, and the workforce as a whole..

Employers need to be actively working to understand and address their pay equity and gender pay gaps. The first step in improving your organisation's pay equality and gender pay gap is to conduct your own pay gap analysis and understand what's driving any differentials

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**\*2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?**

This question focuses on the policies and/or strategies your organisation has in place related to equal remuneration (pay equity and the gender pay gap) between women and men. If you do not have policies and/or strategies in place, you will have the opportunity to indicate why. The policies or strategies may be stand alone and/or contained within another strategy/policy.

Yes

Policy; Strategy

**\*2.1a Do the formal policies and/or formal strategies include any of the following?**

To achieve gender pay equity; To close the gender pay gap; 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 implement and/or maintain a transparent and rigorous performance assessment process

**\*2.2 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)?**

This question focuses on the actions your organisation has taken in relation to gender remuneration. Specifically, it asks if and when you have conducted a remuneration gap analysis and if so, whether you took any actions as a result. If you have not taken any action, you will have the opportunity to indicate why.

Yes

**\*2.2a What type of gender remuneration gap analysis has been undertaken?**

A like-for-like gap analysis which compares the same or similar roles of equal or comparable value; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; An overall gender pay gap analysis which compares the difference between women's and men's average pay and composition across the whole organisation

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**\*2.2b When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

**\*2.2c Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed commencement salaries by gender to ensure there are no pay gaps; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Reported pay equity metrics (including gender pay gaps) to all employees; Reported pay equity metrics (including gender pay gaps) externally; Trained people-managers in addressing gender bias (including unconscious bias)

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

## Action on Gender Equality - Employee Consultation

**\*2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?**

Employee consultation is a formalised way to collect information about your employees 'views on the workplace, what is working well and what could be improved. This question asks if you have consulted your employees about gender equality issues in the workplace during the reporting period.

Examples of issues can include:

- parental leave entitlements and related processes, like keep-in-touch and return-to-work programs
- flexible working arrangements
- gender pay equity
- representation of women in management

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- recruitment of women in non-traditional areas
- sexual harassment or discrimination.

Yes

Provide further details on the employee consultation process.

**\*2.4a How did you consult employees?**

Employee experience survey; Consultative committee or group; Focus groups;  
Exit interviews; Performance discussions

**\*2.4b Who did you consult?**

ALL staff

**\*2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?**

Yes

Strategy

**\*2.6 Did your organisation/s share last year's public report/s with employees and shareholders?**

It is a requirement within the WGE Act for the relevant employer to:

- make public reports accessible to employees and shareholders
- inform employee organisations about the opportunity to comment
- inform employee organisations of lodgement of public report.

Only select 'Not applicable' if your organisation/s did not submit a report in the previous reporting period.

Yes

**\*2.7 Have you shared previous Executive Summary and Industry Benchmark report with the governing body?**

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It is a requirement within the WGE Act for the CEO to share your Executive Summary and Industry Benchmark report.

Only select 'Not applicable' if you did not receive an Executive Summary and Industry Benchmark from the Agency last year.

Yes

# #Flexible Work

## Flexible Work - Support for flexible working arrangements

### 3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

This section focuses on the flexible work arrangements available in your organisation. If you have a formal policy and/or formal strategy on flexible work arrangements, it asks you to specify what this includes. It also asks whether specific flexible working options are available to managers and non-managers in your workplace, and whether these differ for women and men.

- A flexible work arrangement is an agreement between a workplace and an employee to change the standard working arrangement to better accommodate an employee's commitments out of work.
- Flexible working arrangements usually encompass changes to the hours, pattern and location of work.
- If flexible working arrangements are not available to your employees, you will have the opportunity to indicate why.

Yes

Policy; Strategy

#### **\*3.1a Do the formal policies and/or formal strategies include any of the following?**

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Employees are surveyed on whether they have sufficient flexibility; The organisation's approach to flexibility is integrated into client conversations; The impact of flexibility is evaluated (e.g. reduced absenteeism,

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increased employee engagement); Managers receive support to conduct performance evaluations that are not influenced by the work location of the employee (proximity bias)

**\*3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?**

Flexible working option	MANAGERS Formal options available	MANAGERS Informal options available	NON-MANAGERS Formal options available	NON-MANAGERS Informal options available	No
Flexible hours of work	Yes	Yes	Yes	Yes	No
Compressed working weeks	Yes	Yes	Yes	Yes	No
Time-in-lieu	Yes	Yes	Yes	Yes	No
Remote working/working from home	Yes	Yes	Yes	Yes	No
Part-time work	Yes	No	Yes	No	No
Job sharing	Yes	No	Yes	No	No
Purchased leave	Yes	No	Yes	No	No
Unpaid leave	Yes	No	Yes	No	No

## Flexible Work - Support for flexible working arrangements

**\*3.3 Managers receive appropriate support to conduct performance evaluations that are not influenced by the work location of the employee.**

Yes

# #Employee Support

# Employee support - Paid parental leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. This section focuses on whether employer-funded paid parental leave is available to carers in your organisation (in addition to government-funded parental leave), and if it is, which employees have access to it and how much leave is available.

Some workplaces have developed parental leave policies that no longer use the primary/secondary carer definition and provide equal entitlements to any eligible employee.

**Equally shared parental leave policies** offer the same type, length and conditions to employees of all genders, who require parental leave, with no distinction between primary and secondary carers.

- If your organisation offers this - you should answer this question with 'yes, we offer employer-funded parental leave to all genders without using the primary/secondary carer definitions.

A **primary carer** is the person who most meets the child's need, including feeding, dressing, bathing and otherwise supervising the child.

A **secondary carer** is generally the current partner of the primary carer, the other legal parent of the child or the current partner of the other legal parent of the child.

- If your organisation provides parental leave based on this/these definition/s – you should answer this question with 'yes, we offer employer-funded parental leave (using the primary/secondary carer definitions)'. If your organisation specifically provides maternity leave and/or paternity leave, you should also answer 'yes, we offer employer-funded parental leave (using the primary/secondary carer definitions)'.

Through the **government's paid parental leave** (PPL) scheme, eligible employees receive up to 18 weeks' pay at the national minimum wage. This paid parental leave is **not** the equivalent to employer-funded paid parental leave.

## \*4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

If you do not offer any employer-funded parental leave (in addition to any government-funded parental leave scheme) – you should answer 'no, we do not offer employer-funded parental leave'



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

**4.1.2 Do you provide employer-funded paid primary carers leave in addition to any government funded parental leave scheme?**

Yes

A 'primary carer' is the member of a couple or single carer, regardless of gender, identified as having greater responsibility for the day-to-day care of a child.

**\*4.1.2.a. Please indicate whether your employer-funded paid primary leave for primary carers is available to:**

All, regardless of gender

**\*4.1.2b Please indicate whether your employer-funded paid**

**primary carers leave covers:**

Birth; Adoption; Surrogacy; Stillbirth

**\*4.1.2c How do you pay employer-funded paid primary carers leave?**

Paying the employee's full salary

**\*4.1.2d Do you pay superannuation contribution while they are on parental leave?**

Yes, on employer funded primary carers leave

**\*4.1.2e How many weeks (minimum) of employer-funded paid primary carers leave is provided?**

- If you offer employer-funded paid parental leave to all carers regardless of the primary/secondary definition, you must report the minimum number of weeks you provide.
- If you offer different packages to certain groups of employees or based on service time, industry or worksite, your minimum would be across all options available to all carers. If you do use the primary/secondary definition, please go back and correct your answer for question 4.1.2 of this section.
- If you enter a high number of weeks (more than 52), you may be required to reconfirm your data to ensure accuracy.

**\*4.1.2.f Who has access to this type of employer-funded paid primary carers leave?**

Permanent employees

**\*4.1.2.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 primary carers leave?**

Yes

**How long is the qualifying period (in months)?**

12

**\*4.1.2.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

Within 12 months

**\*4.1.3 Do you provide employer-funded paid secondary carers leave in addition to any government funded parental leave scheme?**

Yes

*Please indicate how employer-funded paid parental leave is provided to the secondary carers.*

**\*4.1.3a Please indicate whether your employer-funded paid secondary carers leave is available to:**

All, regardless of gender

**\*4.1.3b Please indicate whether your employer-funded paid secondary carers leave covers:**

Birth; Adoption; Surrogacy; Stillbirth

**\*4.1.3c How do you pay employer-funded paid secondary carers leave?**

Paying the employee's full salary

**\*4.1.3d Do you pay superannuation contribution to your secondary carers while they are on secondary carers leave?**

Yes, on employer funded parental leave

**\*4.1.3e How many weeks (minimum) of employer-funded secondary carers leave is provided?**

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- If you offer employer-funded paid parental leave to all carers regardless of the primary/secondary definition, you must report the minimum number of weeks you provide.
- If you offer different packages to certain groups of employees or based on service time, industry or worksite, your minimum would be across all options available to all carers. If you do use the primary/secondary definition, please go back and correct your answer for question 26 of this section.
- If you enter a high number of weeks (more than 52), you may be required to reconfirm your data to ensure accuracy.

2

**\*4.1.3.f Who has access to this type of employer-funded paid secondary-carers leave?**

Permanent employees

**\*4.1.3.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 secondary carers leave?**

Yes

How long is the qualifying period (in months)? 12

**\*4.1.3.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

Within 12 months

**4.2 Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their Manager)**

Yes

# Employee support - Support for carers

## \*4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

This question asks if you have standalone formal policies or strategies on working arrangements to support employees with family or caring responsibilities, or if you include this item in another formal policy or strategy.

- You can answer No and give details on the free-text box if you only provide informal arrangements to support employees with family or caring responsibilities.

A carer refers to an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. If measures to support carers are not available to your employees, you will have the opportunity to indicate why.

Yes

Policy; Strategy

### \*4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave

## \*4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Yes, at some worksites	Yes, at all worksites	No
Breastfeeding facilities	Yes	No	No
Information packs for those with family and/or caring responsibilities	Yes	No	No

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<b>Referral services to support employees with family and/or caring responsibilities</b>	Yes	No	No
<b>Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks</b>	Yes	No	No
<b>Internal support networks for parents and/or carers</b>	Yes	No	No
<b>Targeted communication mechanisms (e.g. intranet/forums)</b>	Yes	No	No
<b>Return to work bonus (only select if this bonus is not the balance of paid parental leave)</b>	No	No	Yes
<b>Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)</b>	Yes	No	No
<b>Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)</b>	Yes	No	No
<b>On-site childcare</b>	No	No	Yes
<b>Employer subsidised childcare</b>	No	No	Yes
<b>Support in securing school holiday care</b>	Yes	No	No
<b>Parenting workshop targeting mothers</b>	Yes	No	No
<b>Parenting workshops targeting fathers</b>	Yes	No	No

Keep-in-touch programs for carers on extended leave and/or parental leave	No	Yes	No
Access to counselling and external support for carers (e.g. EAP)	No	Yes	No

# #Harm Prevention

## Harm Prevention - Sexual harassment, harassment on the grounds of sex or discrimination

### Key Definitions

**Sexual harassment** is when a person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or engages in other unwelcome conduct of a sexual nature in relation to the person harassed; in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated the possibility that the person harassed would be offended, humiliated or intimidated.

**Harassment on the ground of sex** is when a person engages in unwelcome conduct of a demeaning nature of another person by reason of their sex or a characteristic that generally relates to or is attributed to their sex. This also takes into account circumstances relating to an individual's sex, age, sexual orientation, gender identity, intersex status, marital or relationship status.

**Discrimination** happens when a person is treated less favourably, in circumstances that are the same or are not materially different, than a person of a different sex, sexual orientation, gender identity, or on the ground of the person's intersex status, marital or relationship status, pregnancy or potential pregnancy, breastfeeding, or family responsibilities.

### **Legal obligations**

The Sex Discrimination Act 1984 makes it unlawful to discriminate against a person on the basis of gender identity, intersex status, sexual orientation, marital or relationship status, family responsibilities, pregnancy or potential pregnancy or breastfeeding. It also prohibits sexual harassment in many areas of public life including all work-related activity. The Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 created a positive duty requiring employers to implement measures to prevent sexual

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harassment, hostile work environments and victimisation. This is in addition to the duty of care employers have under WHS legislation to provide a safe workplace and to eliminate and minimise identified risks to health and safety.

Under the Sex Discrimination Act 1984 it is also unlawful for a person to subject another person to a workplace environment that is hostile on the ground of sex.

For more information, refer to Safework Australia or your State or Territory Work Health and Safety regulatory body. More information about harassment on the ground of sex or discrimination can also be found at the Australian Human Rights Commission website.

## **Disclaimer**

This section is not an exhaustive description of, or advice regarding the legal obligations attaching to employers. Employers are responsible for understanding the scope of rights and obligations attaching to employees and the workplace.

### **\*5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?**

The provisions in a **'policy'** and/or **'strategy'** for prevention and management of sexual harassment is important for setting workplace culture and achieving a safe, respectful and inclusive workplace. Policies/Strategies alone will not prevent harassment and discrimination; however, they can help to set clear expectations, particularly about behaviours at the workplace and during work-related activities.

Yes

Policy; Strategy

#### **\*5.1a Do the formal policies and/or formal strategies include any of the following?**

A statement on the positive duty of the employer to provide a safe workplace, free of sexual harassment; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Expectations of manager and non-manager training on respectful workplace conduct and sexual harassment; Process to disclose, investigate and manage any sexual harassment; Expectations and management of personal/intimate relationships; Processes relating to the use of non-disclosure or confidentiality agreements; The frequency and nature of reporting to the governing body and management on sexual harassment; Expectations of safety, respect and inclusive conduct in recruitment materials, contracts and performance management; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Inclusive and respectful behaviour is part of regular performance evaluation; How risks will be identified and assessed, and how control measures will be monitored, implemented and reviewed; A system for monitoring outcomes of sexual harassment and discrimination complaints, including employment outcomes for complainants and accused perpetrators

**Provide Details:**

**\*5.2 (If you have answered no at question 5.1, please go to question 5.3.) Have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?**

	<b>Yes</b>	<b>No</b>
<b>By the Governing Body</b>	Yes	No
<b>By the CEO (or equivalent)</b>	Yes	No

**\*5.3 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

<b>Cohort</b>	<b>At induction</b>	<b>At promotion</b>	<b>Annually</b>	<b>Multiple times per year</b>
<b>All managers</b>	No	No	Yes	No
<b>All non-managers</b>	No	No	Yes	No
<b>The governing body</b>	Yes	No	No	No

**\*5.3a Does the training program delivered to the above groups include any of the following?**

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; Diverse experiences and needs of different people, including women, LGBTIQ+ workers, CALD workers and workers with a disability

**5.4 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?**



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Culture is set and role modelled by leaders – the tone from the top of the organisation should promote an organisation that is respectful, safe and inclusive, and should be backed up by action.

Examples of communication could include:

- Regular agenda items at meetings between the governing body and CEO or equivalent
- Statements from the governing body or CEO in annual reports
- Statements at events or prior to large events (such as work Christmas parties or conferences)
- Regular email communication to staff

#### **Members of the governing body**

Yes

The expectations of the governing body is made explicit to new staff at induction

#### **Chief Executive Officer or equivalent**

Yes

Other communications made more often than annually

#### **\*5.5 Does your workplace health and safety risk management process include any of the following?**

Sexual harassment is a workplace hazard that is known to cause psychological and physical harm. Managing the risks of sexual harassment should be part of your approach to work health and safety. For more information about sexual harassment as a work health and safety risk, please refer to [Safework Australia's Guide for preventing workplace sexual harassment](#)

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share a premises with); Reporting to leadership on workplace sexual harassment

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risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions

**Provide Details:**

**\*5.5a What actions/responses have been put in place as part of your workplace sexual harassment risk management process?**

Make workplace adjustments; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train staff on mitigation and control measures

**\*5.6 From the following list, what do you provide to support workers involved in and affected by sexual harassment?**

Confidential external counselling (E.g. EAP); Information provided to all workers on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

**\*5.7 From the following list, what options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**

*Disclosure refers to a formal or informal complaint of workplace sexual harassment*

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose after their employment has concluded; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

**Provide Details:**

**\*5.8 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**

Yes

Number of formal disclosures or complaints made in a year; Outcomes of investigations

**\*5.9 Does your organisation report on sexual harassment to the governing body and management (CEO, HOB, KMP) and how frequently?**

Sexual harassment, harassment on the ground of sex or discrimination should be monitored by governing bodies and management. Reports may include prevalence risks, and nature of workplace sexual harassment; organisational action taken to prevent and respond to sexual harassment; outcomes and effectiveness of responses, including consequences for perpetrators; and analysis of trends and data in the workplace and broader industry.

Head of Business (HOB):

- the CEO or equivalent of a subsidiary organisation within your corporate group
- an employee who has strategic control and direction over a substantial part of the business, but whose responsibilities do not extend across an entire corporate group, such as the head of a brand within a group.

Key Management Personnel (KMP):

- in line with Australian Accounting Standards Board AASB124, **KMPs** have the authority and responsibility for planning, directing and controlling the activities of an entity, directly or indirectly. This includes any director (executive or otherwise) of that entity.
- a defining feature of KMPs is their influence is at the entity level. KMPs are likely to direct the strategic function of their section and are often functional heads, such as head of operations or head of finance. They represent at least one of the major functions of an organisation and participate in organisation-wide decisions.
- for corporate groups, KMPs will have authority and responsibility across the entire structure.

Yes

Cohort	Regularly / At every meeting	Multiple times per year	Annually
Governing Body	No	No	Yes
CEO, HOBs	No	No	Yes
KMPs	No	No	Yes
All managers	No	No	No

**5.9a Do your reports on sexual harassment to governing body and management include any of the following?**

Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

## Harm Prevention - Family or domestic violence

**\*5.11 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

This question asks if you have a formal policy or strategy to support employees experiencing this kind of violence. If you answer yes, you will either have a standalone formal policy or strategy, or include this item in another formal policy or strategy.

Family or domestic violence involves violent, abusive or intimidating behaviour from a partner, carer or family member to control, dominate or instil fear. It can be physical, emotional, psychological, financial, sexual or another type of abuse. If measures to support employees experiencing family or domestic violence are not available in your organisation, you will have the opportunity to indicate why.

Yes

Policy

**\*5.12 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

Type of support ( <i>select all that apply</i> )	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	No

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Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	No
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	Yes
Emergency accommodation assistance	No

**\*5.13 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?**

**Access to paid domestic violence leave**

Yes

**Is it unlimited?**

No

**How many days of paid domestic violence leave?**

10

**Access to unpaid domestic violence leave**

Yes

**Is it unlimited?**

No

**How many days of unpaid domestic violence leave?**



**Date Created: 01-07-2024**

Discretionary (case by case)

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	251	286	538	
			Non-managers	2,168	1,970	4,157	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	3	2	5	
			Non-managers	31	27	59	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	21	0	21
				Non-managers	677	412	1,096
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	9	13	22	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	47	65	112	
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	202	299	501	
			Non-managers	1,702	1,536	3,246	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	11	12	23	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	21	3	24
				Non-managers	1,556	1,125	2,702
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	16	16	32	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	1,418	928	2,359	
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	170	208	380	
			Non-managers	1,733	2,110	3,859	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	18	10	28	
			Non-managers	161	102	265	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	15	1	16
				Non-managers	1,441	1,058	2,525
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	3	1	4	
			Non-managers	196	161	357	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	14,252	9,989	24,383	

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	189	229	418
			Non-managers	1,946	2,298	4,259
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	6	4	10
			Non-managers	73	40	113
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	26	2	28
			Non-managers	3,050	1,889	4,968
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	169	109	280
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	12,145	8,540	20,799
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	102	46	148
			Non-managers	714	179	893
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	3	5
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	33	0	33
			Non-managers	727	19	748
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	1	6
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	166	2	168
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	69	71
			Non-managers	17	316	333
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	47	53
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	3	3
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	16	2	18
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	22	1	24
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Basic Chemical and Chemical Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	6	7
			Non-managers	42	64	106
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	4	5
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	2	3
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0
Managers				2	5	7
Non-managers				37	44	81
Fixed-Term Contract			CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	0	3
Part-time		Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	0	6
			Non-managers	17	8	25
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
N/A		Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	0	5
3. How many employees (including partners with an employment contract) were externally appointed?		Full-time	Permanent	CEO, KMPs, and HOBs	0	0
	Managers			10	17	27
	Non-managers			94	177	271
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	20	23	43
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	10	1	11
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	56	38	95

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Basic Chemical and Chemical Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	7	12
			Non-managers	55	135	190
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	8	14
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	15	1	16
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	2	3
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	2	2
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	25	30	55
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	14	0	14
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	7	7
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Basic Chemical and Chemical Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	250	280	531
			Non-managers	2,126	1,906	4,051
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	2	5
			Non-managers	30	23	54
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	19	0	19
			Non-managers	676	412	1,095
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	12	20
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	46	63	109
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	200	294	494
			Non-managers	1,665	1,492	3,165
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	12	20
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	15	3	18
			Non-managers	1,539	1,117	2,677
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	15	15	30
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1,413	928	2,354
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	160	191	353
			Non-managers	1,639	1,933	3,588
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	17	10	27
			Non-managers	141	79	222
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	14	1	15
			Non-managers	1,431	1,057	2,514
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	1	4
			Non-managers	188	160	348
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	14,196	9,951	24,288

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	184	222	406
			Non-managers	1,891	2,163	4,069
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	6	4	10
			Non-managers	67	32	99
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	24	2	26
			Non-managers	3,035	1,888	4,952
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	168	107	277
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	12,145	8,538	20,797
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	102	45	147
			Non-managers	689	149	838
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	2	4
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	32	0	32
			Non-managers	713	19	734
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	1	6
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	166	2	168
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	69	71
			Non-managers	17	309	326
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	47	53
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	3	3
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	16	2	18
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	22	1	24
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1,209	1,921	0	0	3,132
	Full-time contract	12	13	0	0	25
	Part-time permanent	141	16	0	0	157
	Part-time contract	4	1	0	0	5
	Casual	1	0	0	0	1
Professionals	Full-time permanent	3,799	3,810	14	14	7,647
	Full-time contract	51	22	1	2	76
	Part-time permanent	624	151	0	0	777
	Part-time contract	11	10	0	0	21
	Casual	27	9	0	0	36
Technicians And Trades Workers	Full-time permanent	221	565	0	3	789
	Full-time contract	4	7	3	4	18
	Part-time permanent	254	10	0	0	264
	Casual	103	16	0	0	119
Community And Personal ..	Full-time permanent	1	2	0	0	3
Clerical And Administrative Workers	Full-time permanent	1,754	1,151	6	6	2,922
	Full-time contract	63	36	0	2	102
	Part-time permanent	378	67	0	0	445
	Part-time contract	5	1	0	0	6
	Casual	36	9	0	0	45
Sales Workers	Full-time permanent	8,184	8,576	0	0	16,814
	Full-time contract	120	155	0	0	275
	Part-time permanent	18,449	10,596	0	0	29,158
	Part-time contract	1,130	740	0	0	1,879
	Casual	30,958	21,705	0	0	53,012
Machinery Operators And Drivers	Full-time permanent	174	477	0	0	651
	Full-time contract	9	24	0	0	33
	Part-time permanent	7	11	0	0	18
	Part-time contract	0	2	0	0	2
	Casual	3	15	0	0	18
Labourers	Full-time permanent	185	222	0	0	408
	Part-time permanent	96	44	0	0	144
	Casual	68	77	0	0	147
Other	Full-time permanent	83	178	0	0	261
	Part-time permanent	31	18	0	0	49
	Casual	24	60	0	0	84

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary



# Workplace Profile Table

Industry: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	1	4
HOB	Full-time permanent	3	4	7
GM	Full-time permanent	54	107	161
	Full-time contract	1	1	2
	Part-time permanent	2	1	3
	Casual	1	0	1
SM	Full-time permanent	200	352	553
	Full-time contract	3	4	7
	Part-time permanent	26	3	29
	Part-time contract	1	1	2
OM	Full-time permanent	949	1,456	2,406
	Full-time contract	8	8	16
	Part-time permanent	113	12	125
	Part-time contract	3	0	3

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Basic Chemical and Chemical Product Manufacturing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	32	117	0	0	149
	Part-time permanent	18	3	0	0	21
Professionals	Full-time permanent	133	309	3	6	451
	Full-time contract	2	1	1	2	6
	Part-time permanent	55	9	0	0	64
	Part-time contract	4	8	0	0	12
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	63	429	0	3	495
	Full-time contract	3	7	3	4	17
	Part-time permanent	7	7	0	0	14
	Casual	16	9	0	0	25
Community And Personal Service Workers	Full-time permanent	1	2	0	0	3
Clerical And Administrative Workers	Full-time permanent	103	47	0	0	150
	Full-time contract	2	3	0	0	5
	Part-time permanent	35	0	0	0	35
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	76	80	0	0	156
	Full-time contract	8	3	0	0	11
	Part-time permanent	10	1	0	0	11
	Part-time contract	1	1	0	0	2
	Casual	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	25	146	0	0	171
	Full-time contract	7	20	0	0	27
	Part-time permanent	1	2	0	0	3
Labourers	Full-time permanent	0	6	0	0	6

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Basic Chemical and Chemical Product Manufacturing

Manager category	Employment status	No. of employees		
		F	M	Total*
GM	Full-time permanent	4	16	20
	Part-time permanent	2	0	2
SM	Full-time permanent	10	38	48
	Part-time permanent	4	0	4
OM	Full-time permanent	18	63	81
	Part-time permanent	12	3	15

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Other Store-Based Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1,177	1,804	0	0	2,983
	Full-time contract	12	13	0	0	25
	Part-time permanent	123	13	0	0	136
	Part-time contract	4	1	0	0	5
	Casual	1	0	0	0	1
Professionals	Full-time permanent	3,666	3,501	11	8	7,196
	Full-time contract	49	21	0	0	70
	Part-time permanent	569	142	0	0	713
	Part-time contract	7	2	0	0	9
	Casual	26	9	0	0	35
Technicians And Trades Workers	Full-time permanent	158	136	0	0	294
	Full-time contract	1	0	0	0	1
	Part-time permanent	247	3	0	0	250
	Casual	87	7	0	0	94
Clerical And Administrative Workers	Full-time permanent	1,651	1,104	6	6	2,772
	Full-time contract	61	33	0	2	97
	Part-time permanent	343	67	0	0	410
	Part-time contract	5	1	0	0	6
	Casual	35	9	0	0	44
Sales Workers	Full-time permanent	8,108	8,496	0	0	16,658
	Full-time contract	112	152	0	0	264
	Part-time permanent	18,439	10,595	0	0	29,147
	Part-time contract	1,129	739	0	0	1,877
	Casual	30,957	21,705	0	0	53,011
Machinery Operators And Drivers	Full-time permanent	149	331	0	0	480
	Full-time contract	2	4	0	0	6
	Part-time permanent	6	9	0	0	15
	Part-time contract	0	2	0	0	2
	Casual	3	15	0	0	18
Labourers	Full-time permanent	185	216	0	0	402
	Part-time permanent	96	44	0	0	144
	Casual	68	77	0	0	147
Other	Full-time permanent	83	178	0	0	261
	Part-time permanent	31	18	0	0	49
	Casual	24	60	0	0	84

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Other Store-Based Retailing

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	1	4
HOB	Full-time permanent	3	4	7
GM	Full-time permanent	50	91	141
	Full-time contract	1	1	2
	Part-time permanent	0	1	1
	Casual	1	0	1
SM	Full-time permanent	190	314	505
	Full-time contract	3	4	7
	Part-time permanent	22	3	25
	Part-time contract	1	1	2
OM	Full-time permanent	931	1,393	2,325
	Full-time contract	8	8	16
	Part-time permanent	101	9	110
	Part-time contract	3	0	3

\* Total employees includes Non-binary