

# 2020 - 21 Compliance Program

Submitted by:

**Nib Holdings Ltd (ABN:51125633856)**

**Nib Travel Pty Ltd (ABN:48132902713)**

**N I B Health Funds Ltd (ABN:83000124381)**



# #Workplace overview

## Policies and strategies

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

|                                                                        |                                     |
|------------------------------------------------------------------------|-------------------------------------|
| ...Recruitment                                                         | Yes( <i>Select all that apply</i> ) |
| ...Yes                                                                 | Policy                              |
| ...Retention                                                           | Yes( <i>Select all that apply</i> ) |
| ...Yes                                                                 | Strategy                            |
| ...Performance management processes                                    | Yes( <i>Select all that apply</i> ) |
| ...Yes                                                                 | Policy                              |
| ...Promotions                                                          | Yes( <i>Select all that apply</i> ) |
| ...Yes                                                                 | Strategy                            |
| ...Talent identification/identification of high potentials             | Yes( <i>Select all that apply</i> ) |
| ...Yes                                                                 | Strategy                            |
| ...Succession planning                                                 | Yes( <i>Select all that apply</i> ) |
| ...Yes                                                                 | Strategy                            |
| ...Training and development                                            | Yes( <i>Select all that apply</i> ) |
| ...Yes                                                                 | Policy<br>Strategy                  |
| ...Key performance indicators for managers relating to gender equality | Yes( <i>Select all that apply</i> ) |
| ...Yes                                                                 | Policy                              |

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

Yes(*Select all that apply*)

|        |                    |
|--------|--------------------|
| ...Yes | Policy<br>Strategy |
|--------|--------------------|

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

We believe feeling included for who we are and empowered to be our authentic selves is essential to wellbeing and living a fulfilling life. Our vision is to foster a sense of community where everyone is welcome, contributes and belongs. This vision is shared in our Diversity & Inclusion Action Plan which was published internally and externally in March 2021. Our Plan is a commitment to our employees and the communities in which we operate, which details our equity and inclusion actions and objectives. We recognise there are many dimensions of diversity, however, we have identified three key focus areas for our Plan:

- Accessibility

- Culture and Heritage
- Gender and Sexuality

We also have a set of common actions to accelerate our progress across these three key focus areas in the form of Inclusion Enablers.

In March 2021 we also published a refreshed Diversity and Inclusion Policy. The policy outlines our principles, measurable objectives, roles and responsibilities, related policies, definitions and where employees can get help. Our diversity and inclusion measurable objectives are:

- Ensure that employees and directors are selected from diverse candidate pools: 40/40/20 gender mix in interviewing panels and shortlisted candidates for all management, executive and Board positions.
- Develop diverse leadership teams and talent pipelines by having 40/40/20 gender mix represented in the following role levels: Manager and team leaders, Heads of business units and Executives.
- Ensure female representation in Board positions by having a minimum 3 females or gender non-specific directors and a minimum 1 female or gender non-specific member of the People and Remuneration Committee.
- Provide our people with workplace flexibility by ensuring 100% of roles are open to part-time and flexible work arrangements.
- Seek to reward people fairly by supporting a gender pay equity target of <5%.
- 100% of cultural awareness training completed across key leadership roles by 2022.

Our Diversity and Inclusion Action Plan and Diversity and Inclusion Policy have been approved by the Board. The People and Remuneration Committee of the nib Board of Directors review nib's performance against its diversity measurable objectives, actions and deliverables on a quarterly basis. To support our Policy and Plan, we also launched the nib Inclusion Hub - an interactive internal resource centre designed to provide our employees with the most up to date content on Diversity and Inclusion. We have been recognised by Blomberg Gender Equity Index and Refinitiv's 2020 Diversity and Inclusion (D&I) Index as one of the top 100 most diverse and inclusive organisations worldwide. We are also a WORK180 Endorsed Employer.

## Governing bodies

### *Nib Holdings Ltd*

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

|                                                                                                                             |                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| ...Female (F)                                                                                                               | 0                                                                         |
| ...Male (M)                                                                                                                 | 1                                                                         |
| ...Gender X                                                                                                                 | 0                                                                         |
| ...Members                                                                                                                  |                                                                           |
| ...Female (F)                                                                                                               | 3                                                                         |
| ...Male (M)                                                                                                                 | 2                                                                         |
| ...Gender X                                                                                                                 | 0                                                                         |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | Yes( <i>Select all that apply</i> )                                       |
|                                                                                                                             | Policy                                                                    |
| 1.5: Has a target been set to increase the representation of women on this governing body?                                  | No( <i>Select all that apply</i> )                                        |
|                                                                                                                             | Governing body has gender balance (i.e. 40% women / 40% men / 20% either) |

*Nib Travel Pty Ltd*

|                                                                                |                                                                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1: Does this organisation have a governing body?                               | Yes, same as local ultimate parent organisation(<br><i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i> ) |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group.                                                                                                                                                                                                                                                             |

*N I B Health Funds Ltd*

|                                                                                |                                                                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1: Does this organisation have a governing body?                               | Yes, same as local ultimate parent organisation(<br><i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i> ) |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group.                                                                                                                                                                                                                                                             |

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

# #Action on gender equality

## Gender pay gaps

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

Yes(*Select all that apply*)

|                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ...Yes                                                                                         | Policy<br>Strategy                                                                                                                                                                                                                                                                                                                                                                      |
| 1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy? | Yes( <i>Select all that apply</i> )                                                                                                                                                                                                                                                                                                                                                     |
| ...Yes                                                                                         | To achieve gender pay equity<br>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)<br>To ensure managers are held accountable for pay equity outcomes<br>To implement and/or maintain a transparent and rigorous performance assessment process |

2: Did your organisation receive JobKeeper payments?

Yes

2.1: Please indicate which months in the reporting period your organisation received JobKeeper payments:

|                   |     |
|-------------------|-----|
| .. April 2020     | No  |
| ...May 2020       | Yes |
| ...June 2020      | Yes |
| ...July 2020      | Yes |
| ...August 2020    | Yes |
| ...September 2020 | Yes |
| ...October 2020   | Yes |
| ...November 2020  | Yes |
| ...December 2020  | Yes |
| ...January 2021   | Yes |
| ...February 2021  | Yes |
| ...March 2021     | Yes |

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

31-Mar-2021

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

nib has committed to working towards supporting a gender pay equity target of <5% by 2025 in our Diversity and Inclusion Policy. In FY22 our commitment is working towards understanding the drivers behind pay inequity across all genders and to determine appropriate actions to address any inconsistencies which is outlined in our Diversity and Inclusion Action Plan.

An annual Gender Pay Equity Report is prepared and reviewed by our People and Remuneration Committee, with regular updates provided to the Committee throughout the year. This includes indicators that track the gender pay gap on both an absolute basis as well as relative comparisons for like-for-like roles across the Group.

### Employer action on pay equity

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

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

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

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(*Select all that apply*)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Created a pay equity strategy or action plan  
 Identified cause/s of the gaps  
 Reviewed remuneration decision-making processes  
 Reported pay equity metrics (including gender pay gaps) to the governing body  
 Reported pay equity metrics (including gender pay gaps) to the executive  
 Corrected like-for-like gaps  
 Analysed performance ratings to ensure there is no gender bias (including unconscious bias)

.. Yes

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

### Employee consultation

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

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

1.1: How did you consult employees?

Survey  
 Consultative committee or group  
 Exit interviews

1.2: Who did you consult?

ALL staff

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

In November 2020 we conducted our Inclusive Workplace Design Survey and invited all employees to participate and provide their feedback. The insights provided by our people population in this survey relating to gender informed the deliverables and actions within our Diversity and Inclusion Action Plan. This document is publicly available and sets out our commitment to Diversity and Inclusion at nib for the next three years.

# #Employee work/life balance

## Flexible working

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

Yes (*Select all that apply*)

| ...Yes                                                                                                        | Policy<br>Strategy                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| ...A business case for flexibility has been established and endorsed at the leadership level                  | Yes                                                                                                                                      |
| ...Leaders are visible role models of flexible working                                                        | Yes                                                                                                                                      |
| ...Flexible working is promoted throughout the organisation                                                   | Yes                                                                                                                                      |
| ...Targets have been set for engagement in flexible work                                                      | Yes                                                                                                                                      |
| ...Targets have been set for men's engagement in flexible work                                                | No ( <i>Select all that apply</i> )                                                                                                      |
| ...No                                                                                                         | Other (provide details)                                                                                                                  |
| ...Other (provide details)                                                                                    | 100% of roles are open to flexible working options, irrespective of gender identify, as reflected in our Diversity and Inclusion Policy. |
| ...Leaders are held accountable for improving workplace flexibility                                           | Yes                                                                                                                                      |
| ...Manager training on flexible working is provided throughout the organisation                               | Yes                                                                                                                                      |
| ...Employee training is provided throughout the organisation                                                  | Yes                                                                                                                                      |
| ...Team-based training is provided throughout the organisation                                                | Yes                                                                                                                                      |
| ...Employees are surveyed on whether they have sufficient flexibility                                         | Yes                                                                                                                                      |
| ...The organisation's approach to flexibility is integrated into client conversations                         | Yes                                                                                                                                      |
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)           | Yes                                                                                                                                      |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | Yes                                                                                                                                      |
|                                                                                                               |                                                                                                                                          |



|                                                                                                         |                                                                |
|---------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body | Yes                                                            |
| 2: Do you offer any of the following flexible working options to MANAGERS in your workplace?            |                                                                |
| ...Flexible hours of work                                                                               | Yes( <i>Select one option only</i> )                           |
| ...Yes                                                                                                  | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men                                                                       | Formal options are available<br>Informal options are available |
| ...Compressed working weeks                                                                             | Yes( <i>Select one option only</i> )                           |
| ...Yes                                                                                                  | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men                                                                       | Informal options are available<br>Formal options are available |
| ...Time-in-lieu                                                                                         | Yes( <i>Select one option only</i> )                           |
| ...Yes                                                                                                  | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men                                                                       | Formal options are available<br>Informal options are available |
| ...Telecommuting (e.g. working from home)                                                               | Yes( <i>Select one option only</i> )                           |
| ...Yes                                                                                                  | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men                                                                       | Informal options are available<br>Formal options are available |
| ...Part-time work                                                                                       | Yes( <i>Select one option only</i> )                           |
| ...Yes                                                                                                  | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men                                                                       | Formal options are available<br>Informal options are available |
| ...Job sharing                                                                                          | Yes( <i>Select one option only</i> )                           |
| ...Yes                                                                                                  | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men                                                                       | Formal options are available<br>Informal options are available |
| ...Carer's leave                                                                                        | Yes( <i>Select one option only</i> )                           |
| ...Yes                                                                                                  | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men                                                                       | Formal options are available<br>Informal options are available |
| ...Purchased leave                                                                                      | Yes( <i>Select one option only</i> )                           |
| ...Yes                                                                                                  | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men                                                                       | Formal options are available                                   |

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

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

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

No

6: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Flexible work practices were well embedded and well known within nib prior to the impacts of Covid-19. This pandemic has accelerated key pieces of work as they relate to flexible working such as expanding the scope about how, when and where our people work. This is supported by our Distributed Work Policy which formalizes our commitment to flexible working through the implementation of a hybrid model.

Within our Diversity and Inclusion Policy we have made a commitment to ensure that 100% of roles at nib are open to part-time and flexible work arrangements. We understand that we need to engage our people and measure employee sentiment to ensure that our flexible workplace offerings retain their relevancy. A key element of our Diversity and Inclusion Action Plan is focused on Gender and Sexuality. We have included the following deliverables in our Plan:

- Measure employee perceptions of flexible working arrangements at nib and provide a channel for feedback on additional requirements to support all employees to work flexibly; and
- Promote nib's support of flexible working options by sharing examples of flexible working arrangements being accessed by employees across the Group.

# #Employee support

## Paid parental leave

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

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

|                                                                                                                                          |                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| 1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?   | Yes( <i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i> )    |
| 1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:                              | All, regardless of gender                                                                                   |
| 1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:                                       | Birth<br>Adoption                                                                                           |
| 1.1.c: How do you pay employer funded paid parental leave to primary carers?                                                             | As a lump sum payment                                                                                       |
| 1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?                                   | Yes, on employer funded parental leave<br>Yes, on government funded parental leave                          |
| 1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?                                   | 12                                                                                                          |
| 1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?  | 91-100%                                                                                                     |
| 1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme? | No( <i>You may specify why employer funded paid parental leave for secondary carers is not available.</i> ) |

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

## Support for carers

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

Yes(*Select all that apply*)

|        |                    |
|--------|--------------------|
| ...Yes | Strategy<br>Policy |
|--------|--------------------|

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

|                                                                                               |                                                                                                  |
|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| ...Employer subsidised childcare                                                              | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...On-site childcare                                                                          | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...Breastfeeding facilities                                                                   | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes                                                                                        | Available at ALL worksites                                                                       |
| ...Childcare referral services                                                                | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes                                                                                        | Available at SOME worksites                                                                      |
| ...Internal support networks for parents                                                      | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes                                                                                        | Available at ALL worksites                                                                       |
| ...Return to work bonus (only select if this bonus is not the balance of paid parental leave) | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...Information packs for new parents and/or those with elder care responsibilities            | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes                                                                                        | Available at ALL worksites                                                                       |
| ...Referral services to support employees with family and/or caring responsibilities          | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes                                                                                        | Available at ALL worksites                                                                       |
| ...Targeted communication mechanisms (e.g. intranet/forums)                                   | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes                                                                                        | Available at ALL worksites                                                                       |
| ...Support in securing school holiday care                                                    | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...Coaching for employees on returning to work from parental leave                            | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes                                                                                        | Available at ALL worksites                                                                       |
| ...Parenting workshops targeting mothers                                                      | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...Parenting workshops targeting fathers                                                      | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...Other (provide details)                                                                    | No                                                                                               |

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

We are committed to supporting our employees with caring responsibilities as per our Diversity and Inclusion Policy and Diversity and Inclusion Action Plan.

## Sex-based harassment and discrimination

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

Yes(Select all that apply)

...Yes

Policy

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

Yes

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

...All managers

Yes(Please indicate how often is this training provided (select all that apply):)

...Yes

At induction  
Every one-to-two years

...All employees

Yes(Please indicate how often is this training provided (select all that apply):)

...Yes

Every one-to-two years  
At induction

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

## Family or domestic violence

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

Yes(Select all that apply)

...Yes

Strategy  
Policy

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

...Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

...Training of key personnel

Yes

...A domestic violence clause is in an enterprise agreement or workplace agreement

No(Select all that apply)

...No

Currently under development(Select the estimated completion date.)

...Currently under development

31-Oct-2021

...Workplace safety planning

Yes

...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No(Select all that apply)

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

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

We have several instruments in place to support our employees who are experiencing family and domestic violence. These instruments include:

- Domestic Violence Guidelines
- Employee advocates who are trained to provide help and support for people who are impacted by family and domestic violence
- Support Leave
- Safe return to work strategy
- Domestic violence education
- Access to onsite Domestic Violence Support workers

In addition to the above, we have a deliverable integrated within our Diversity and Inclusion Action Plan to provide training to leaders and employees on the identification of employees experiencing domestic and family violence and how to support them when working as part of a distributed workforce.

# 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            | 17     | 8    | 25     |
|                                                                                                   |               |                     | Non-managers        | 14     | 14   | 29     |
|                                                                                                   |               | 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        | 1      | 0    | 1      |
|                                                                                                   |               | 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      |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 19     | 11   | 30     |
|                                                                                                   |               |                     | Non-managers        | 54     | 35   | 89     |
|                                                                                                   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                   |               |                     | Non-managers        | 1      | 1    | 2      |
|                                                                                                   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                   |               |                     | Non-managers        | 10     | 0    | 10     |
|                                                                                                   |               | 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      |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 1    | 1      |
|                                                                                                   |               |                     | Managers            | 1      | 7    | 8      |
|                                                                                                   |               |                     | Non-managers        | 30     | 32   | 62     |
|                                                                                                   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 2      | 1    | 3      |
|                                                                                                   |               |                     | Non-managers        | 14     | 6    | 20     |
|                                                                                                   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                   |               |                     | Non-managers        | 1      | 0    | 1      |
|                                                                                                   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 1      | 0    | 1      |
|                                                                                                   |               |                     | 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 Gender X

# 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            | 2      | 8    | 10     |
|                                                                                              |               |                     | Non-managers        | 47     | 54   | 101    |
|                                                                                              |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 2      | 0    | 2      |
|                                                                                              |               |                     | Non-managers        | 12     | 5    | 17     |
|                                                                                              | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 9      | 2    | 11     |
|                                                                                              |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 1      | 0    | 1      |
|                                                                                              | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 0      | 0    | 0      |
| 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            | 15     | 3    | 18     |
|                                                                                              |               |                     | Non-managers        | 55     | 7    | 62     |
|                                                                                              |               | 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      | 1    | 1      |
|                                                                                              |               |                     | Non-managers        | 8      | 1    | 9      |
|                                                                                              |               | 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      | 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      |
|                                                                                              | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X



# 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            | 0      | 0    | 0      |
|                                                                                                                               |               |                     | Non-managers        | 5      | 0    | 5      |
|                                                                                                                               |               | 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        | 2      | 0    | 2      |
|                                                                                                                               |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                                               |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                                               |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds

| 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            | 17     | 7    | 24     |
|                                                                                                   |               |                     | Non-managers        | 13     | 14   | 28     |
|                                                                                                   |               | 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        | 1      | 0    | 1      |
|                                                                                                   |               | 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      |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 19     | 9    | 28     |
|                                                                                                   |               |                     | Non-managers        | 50     | 34   | 84     |
|                                                                                                   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                   |               |                     | Non-managers        | 1      | 1    | 2      |
|                                                                                                   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                   |               |                     | Non-managers        | 8      | 0    | 8      |
|                                                                                                   |               | 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      |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 1    | 1      |
|                                                                                                   |               |                     | Managers            | 1      | 6    | 7      |
|                                                                                                   |               |                     | Non-managers        | 30     | 32   | 62     |
|                                                                                                   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 2      | 1    | 3      |
|                                                                                                   |               |                     | Non-managers        | 14     | 6    | 20     |
|                                                                                                   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                   |               |                     | Non-managers        | 1      | 0    | 1      |
|                                                                                                   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 1      | 0    | 1      |
|                                                                                                   |               |                     | 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 Gender X

# Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds

| 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            | 2      | 7    | 9      |
|                                                                                              |               |                     | Non-managers        | 36     | 39   | 75     |
|                                                                                              |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 2      | 0    | 2      |
|                                                                                              |               |                     | Non-managers        | 10     | 1    | 11     |
|                                                                                              | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 8      | 2    | 10     |
|                                                                                              |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 1      | 0    | 1      |
|                                                                                              | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 0      | 0    | 0      |
| 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            | 14     | 2    | 16     |
|                                                                                              |               |                     | Non-managers        | 49     | 7    | 56     |
|                                                                                              |               | 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      | 1    | 1      |
|                                                                                              |               |                     | Non-managers        | 6      | 1    | 7      |
|                                                                                              |               | 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      | 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      |
|                                                                                              | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Insurance and Superannuation Funds

| 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        | 4      | 0    | 4      |
|                                                                                                                               |               | 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 Gender X

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

| 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            | 0      | 1    | 1      |
|                                                                                                   |               |                     | Non-managers        | 1      | 0    | 1      |
|                                                                                                   |               | 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      |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 2    | 2      |
|                                                                                                   |               |                     | Non-managers        | 4      | 1    | 5      |
|                                                                                                   |               | 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        | 2      | 0    | 2      |
|                                                                                                   |               | 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      |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 1    | 1      |
|                                                                                                   |               |                     | 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      |
|                                                                                                   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                   |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                   |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

| 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            | 0      | 1    | 1      |
|                                                                                              |               |                     | Non-managers        | 11     | 15   | 26     |
|                                                                                              |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 2      | 4    | 6      |
|                                                                                              | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 1      | 0    | 1      |
|                                                                                              |               | 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      |
| 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            | 1      | 1    | 2      |
|                                                                                              |               |                     | Non-managers        | 6      | 0    | 6      |
|                                                                                              |               | 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        | 2      | 0    | 2      |
|                                                                                              |               | 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      | 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      |
|                                                                                              | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                              |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                              |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

| 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        | 1      | 0    | 1      |
|                                                                                                                               |               | 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        | 2      | 0    | 2      |
|                                                                                                                               |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|                                                                                                                               |               |                     | Managers            | 0      | 0    | 0      |
|                                                                                                                               |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X

# 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 | 93               | 97  | 0                                              | 0 | 190               |
|                                     | Full-time contract  | 3                | 1   | 0                                              | 0 | 4                 |
|                                     | Part-time permanent | 6                | 2   | 0                                              | 0 | 8                 |
|                                     | Part-time contract  | 1                | 0   | 0                                              | 0 | 1                 |
| Professionals                       | Full-time permanent | 148              | 154 | 0                                              | 0 | 303               |
|                                     | Full-time contract  | 9                | 11  | 0                                              | 0 | 20                |
|                                     | Part-time permanent | 19               | 1   | 0                                              | 0 | 20                |
| Clerical And Administrative Workers | Full-time permanent | 280              | 98  | 0                                              | 0 | 378               |
|                                     | Full-time contract  | 7                | 0   | 0                                              | 0 | 7                 |
|                                     | Part-time permanent | 78               | 7   | 0                                              | 0 | 85                |
|                                     | Part-time contract  | 4                | 0   | 0                                              | 0 | 4                 |

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Gender X



# Workplace Profile Table

Industry: All Industries

| Manager category | Level to CEO | Employment status   | No. of employees |    |        |
|------------------|--------------|---------------------|------------------|----|--------|
|                  |              |                     | F                | M  | Total* |
| CEO              | 0            | Full-time permanent | 0                | 1  | 1      |
| KMP              | -1           | Full-time permanent | 1                | 4  | 5      |
|                  |              | Part-time permanent | 1                | 0  | 1      |
| KMP/HOB          | -1           | Full-time permanent | 1                | 2  | 3      |
| GM               | -2           | Full-time permanent | 15               | 25 | 40     |
| OM               | -2           | Full-time permanent | 2                | 1  | 3      |
|                  |              | Part-time permanent | 0                | 2  | 2      |
|                  | -3           | Full-time permanent | 50               | 55 | 105    |
|                  |              | Full-time contract  | 3                | 1  | 4      |
|                  |              | Part-time permanent | 2                | 0  | 2      |
|                  | -4           | Full-time permanent | 24               | 10 | 34     |
|                  |              | Part-time permanent | 3                | 0  | 3      |
|                  |              | Part-time contract  | 1                | 0  | 1      |
|                  | -5           | Full-time permanent | 2                | 1  | 3      |

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Insurance and Superannuation Funds

| Occupational category*              | Employment status   | No. of employees |     | Number of apprentices and graduates (combined) |   | Total employees** |
|-------------------------------------|---------------------|------------------|-----|------------------------------------------------|---|-------------------|
|                                     |                     | F                | M   | F                                              | M |                   |
| Managers                            | Full-time permanent | 82               | 80  | 0                                              | 0 | 162               |
|                                     | Full-time contract  | 2                | 1   | 0                                              | 0 | 3                 |
|                                     | Part-time permanent | 6                | 1   | 0                                              | 0 | 7                 |
|                                     | Part-time contract  | 1                | 0   | 0                                              | 0 | 1                 |
| Professionals                       | Full-time permanent | 127              | 131 | 0                                              | 0 | 259               |
|                                     | Full-time contract  | 8                | 9   | 0                                              | 0 | 17                |
|                                     | Part-time permanent | 16               | 1   | 0                                              | 0 | 17                |
| Clerical And Administrative Workers | Full-time permanent | 258              | 90  | 0                                              | 0 | 348               |
|                                     | Full-time contract  | 7                | 0   | 0                                              | 0 | 7                 |
|                                     | Part-time permanent | 74               | 7   | 0                                              | 0 | 81                |
|                                     | Part-time contract  | 4                | 0   | 0                                              | 0 | 4                 |

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Gender X

# Workplace Profile Table

Industry: Insurance and Superannuation Funds

| Manager category | Level to CEO | Employment status   | No. of employees |    |        |
|------------------|--------------|---------------------|------------------|----|--------|
|                  |              |                     | F                | M  | Total* |
| CEO              | 0            | Full-time permanent | 0                | 1  | 1      |
| KMP              | -1           | Full-time permanent | 1                | 4  | 5      |
|                  |              | Part-time permanent | 1                | 0  | 1      |
| KMP/HOB          | -1           | Full-time permanent | 1                | 2  | 3      |
| GM               | -2           | Full-time permanent | 15               | 22 | 37     |
| OM               | -2           | Full-time permanent | 2                | 1  | 3      |
|                  |              | Part-time permanent | 0                | 1  | 1      |
|                  | -3           | Full-time permanent | 44               | 46 | 90     |
|                  |              | Full-time contract  | 2                | 1  | 3      |
|                  |              | Part-time permanent | 2                | 0  | 2      |
|                  | -4           | Full-time permanent | 19               | 5  | 24     |
|                  |              | Part-time permanent | 3                | 0  | 3      |
|                  |              | Part-time contract  | 1                | 0  | 1      |
|                  | -5           | Full-time permanent | 2                | 1  | 3      |

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

| Occupational category*              | Employment status   | No. of employees |    | Number of apprentices and graduates (combined) |   | Total employees** |
|-------------------------------------|---------------------|------------------|----|------------------------------------------------|---|-------------------|
|                                     |                     | F                | M  | F                                              | M |                   |
| Managers                            | Full-time permanent | 11               | 17 | 0                                              | 0 | 28                |
|                                     | Full-time contract  | 1                | 0  | 0                                              | 0 | 1                 |
|                                     | Part-time permanent | 0                | 1  | 0                                              | 0 | 1                 |
| Professionals                       | Full-time permanent | 21               | 23 | 0                                              | 0 | 44                |
|                                     | Full-time contract  | 1                | 2  | 0                                              | 0 | 3                 |
|                                     | Part-time permanent | 3                | 0  | 0                                              | 0 | 3                 |
| Clerical And Administrative Workers | Full-time permanent | 22               | 8  | 0                                              | 0 | 30                |
|                                     | Part-time permanent | 4                | 0  | 0                                              | 0 | 4                 |

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Gender X

# Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

| Manager category | Level to CEO | Employment status   | No. of employees |   |        |
|------------------|--------------|---------------------|------------------|---|--------|
|                  |              |                     | F                | M | Total* |
| GM               | -2           | Full-time permanent | 0                | 3 | 3      |
| OM               | -2           | Part-time permanent | 0                | 1 | 1      |
|                  |              | Full-time permanent | 6                | 9 | 15     |
|                  | -3           | Full-time contract  | 1                | 0 | 1      |
|                  |              | Full-time permanent | 5                | 5 | 10     |

\* Total employees includes Gender X