



Public report

2016-17

Submitted by

Legal Name: Collection House Limited







Organisation and contact details

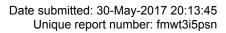
Submitting organisation details	Legal name	Collection House Limited		
	ABN	74010230716		
	ANZSIC	N Administrative and Support Services 7293 Credit Reporting and Debt Collection Services		
	Business/trading name/s	Collection House Ltd		
	ASX code (if applicable)	CLH		
	Postal address	PO Box 2618 FORTITUDE VALLEY BC QLD 4006 AUSTRALIA		
	Organisation phone number	0730173900		
Reporting structure	Ultimate parent	Collection House Limited		
	Number of employees covered by this report	756		





All organisations covered by this report

Legal name	Business/trading name/s
Collection House Limited	Collection House Ltd
ThinkMe Finance Pty Ltd	
Lion Finance Pty Ltd	
Midstate Credit Management Services	MIDSTATE CREDITCOLLECT PTY LTD
CLH Legal Group Pty Ltd	CLH Legal Group Pty Ltd
Collective Learning and Development	



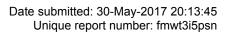




Workplace profile

Manager

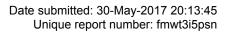
Managan assurational asta socia	Deposition level to CEO	Considerate and address		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	0	0		
		Full-time contract	0	0	0		
	1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
Kov management nargannal		Casual	1	4	5		
Key management personnel		Full-time permanent	3	2	5		
	-1	Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	1	1		
	-1	Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
Other executives/General managers		Casual	0	0	0		
Offici executives/General managers		Full-time permanent	2	6	8		
		Full-time contract	0	0	0		
	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	3	5	8		
		Full-time contract	0	0	0		
Senior Managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		







Manager occupational categories	Reporting level to CEO	Employment status		N	o. of employees
ivialitager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	1	2	3
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	4	5
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	4	5
		Full-time contract	0	0	0
Other managers	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	24	25	49
		Full-time contract	0	0	0
	-4	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			38	54	92



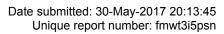




Workplace profile

Non-manager

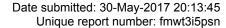
Non-manager occupational categories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)	Total employees
ivon-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	48	37	0	0	0	0	85
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	13	0	0	0	0	0	13
Professionals	Part-time contract	0	0	0	0	0	0	0
	Casual	2	1	0	0	0	0	3
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	303	187	0	0	0	0	490
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	40	5	0	0	0	0	45
	Part-time contract	0	0	0	0	0	0	0
	Casual	21	7	0	0	0	0	28
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual 0 0	0	0	0	0	0		
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		427	237	0	0	0	0	664







Reporting questionnaire

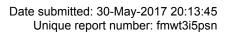
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act means the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2016 to 31 March 2017. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority



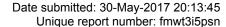


1.4

Promotions



	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) ☑ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority







1.10 How many new appointments were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)? IMPORTANT: this should incorporate appointments from both external and internal sources (including all promotions).

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	7	5
Number of appointments made to NON-MANAGER roles (including promotions)	111	103

1.11 How many employees were promoted during the reporting period against each category below? IMPORTANT: Because promotions are included in the number of appointments in Q1.10, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	7	5	111	103
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

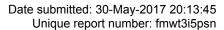
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	8	7	133	132
Permanent/ongoing part-time employees	1	1	10	8
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	3	7

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.
 Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

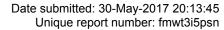






If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

How many Chairs on this gove	erning body?	
	Female	Male
Number	0	1
How many other members are	on this governing body (excluding th	ne Chair/s)?
	Female	Male
Number	1	3
Other (provide details		
☐ Yes ☑ No		
Do you have a formal selection organisations covered in this i	n policy and/or formal selection strate report?	egy for governing body members
⊠ Yes (select all applicable ans ⊠ Policy □ Strategy	wers)	
☐ In place for some gov	opment, please enter date this is due to	
	ver governing body appointments (provi	de details why)





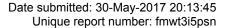


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

⊠ Y	es (select all applicable answers) ☑ Policy ☐ Strategy
□N	o (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise☐ Salaries set by awards/industrial or workplace agreements
	☐ Non-award employees paid market rate ☐ Not a priority
	☐ Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	Yes (provide details in question 3.2 below)
	 ✓ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed
	☐ Salaries set by awards/industrial or workplace agreements ☐ Insufficient resources/expertise
	Non-award employees paid market rate
	□ Not a priority
	☐ Other (provide details):
	☐ Other (provide details):
	Other (provide details): you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)?
cond	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken:
cond	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months
cond	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago
Cond	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
Cond	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago
Cond	eyou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): O (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
Cond ☐ Yo ☑ No	eyou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): O (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
□ Yo No	eyou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): O (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
□ Yo No room qualif	eyou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): O (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance
□ Yo No room qualif	eyou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): O (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and therefore for discretion in pay changes (because pay increases can occur with some discretion such as performance essments)
□ Yo No room qualif	eyou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): o (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance syments) Non-award employees paid market rate Not a priority
□ Yo No room qualif	eyou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): O (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there is salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there is salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there is salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there is salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there is salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there is salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there is an occur with some discretion such as performance is saments) Non-award employees paid market rate
□ Yo No room qualif	eyou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. lucted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): o (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance syments) Non-award employees paid market rate Not a priority





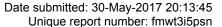


Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

Do v	ter responsibility for the day-to-day care of a child.
	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time Nindic time N paid	By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), on, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please ate how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) On we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) On not available (you may specify why this leave is not provided) Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
Do y	ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
ПΥ	es o, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) o, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY

employees still on parental leave, regardless of when it commenced.







	Primary carer's leave		Secondary carer's leave	
	Female Male		Female	Male
Managers	1	0	0	0

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Prir	Primary carer's leave		Secondary carer's leave		
	Fema	ale Male	Fema	ale Male		
Non-managers	9	0	0	1		

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Females	Males
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

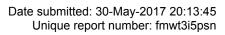
	Female	Male
Non-managers	3	0

۵	Do you have a for	mal nolicy and/or f	ormal strategy on fl	ovible working ar	rangomonte?

⊠ Policy
☐ Strategy
No (you may specify why no formal policy or formal strategy is in place)
Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Don't offer flexible arrangements
☐ Not a priority
Other (provide details):
_

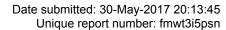
10. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

		-			• • •		
\boxtimes	Yes (select all applical	ole answe	rs)				
	□ Policy						
	☐ Strategy						
	☐ No (you may specify w	hy no forr	mal policy o	r formal str	ategy is i	n place)	
	Currently unde	r developr	ment, pleas	e enter date	e this is o	due to be	completed
	☐ Insufficient rese	ources/ex	pertise				·
	☐ Included in awa	ard/industi	rial or work	olace agree	ement		
	☐ Not a priority		_	_			
	☐ Other (provide	details):					









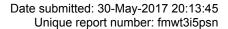




	☐ Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements ☐ Not aware of the need
	☐ Not a priority
	Other (please provide details):
	_ Caro. (produce dodano).
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor)
	☐ Training of key personnel
	 ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning
	☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
	 Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
	 ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed
	 ☒ Referral of employees to appropriate domestic violence support services for expert advice
	☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements
	☐ Provision of financial support (e.g. advance bonus payment or advanced pay)
	☐ Offer change of office location
	 ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse)
	Other (provide details):
	☐ No (you may specify why no other support mechanisms are in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Not aware of the need
	☐ Not a priority
	Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both womer AND men?
	flexible hours of work
	compressed working weeks
	 time-in-lieu telecommuting
	• part-time work
	• job sharing
	• carer's leave
	purchased leave
	 unpaid leave. Options may be offered both formally and/or informally.
	For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
	☐ No, some/all options are not available to both women AND men.

- Which options from the list below are available? Please tick the related checkboxes.

 Unticked checkboxes mean this option is NOT available to your employees. 14.1







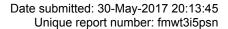
	Man	Managers		Non-managers	
	Formal	Informal	Formal	Informal	
Flexible hours of work	\boxtimes		\boxtimes		
Compressed working weeks			\boxtimes		
Time-in-lieu			\boxtimes		
Telecommuting				\boxtimes	
Part-time work			\boxtimes		
Job sharing					
Carer's leave			\boxtimes		
Purchased leave					
Unpaid leave	\boxtimes		\boxtimes		

	Calei S leave		Ш			
	Purchased leave					
	Unpaid leave			\boxtimes		
14.3	You may specify why any of the above options are NOT available to your employees. Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):					
14.4	14.4 If your organisation would like to provide additional information relating to gender equality indic please do so below:					
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace						
This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.						
15. Have	you consulted with employees on issues cond	erning gende	r equality in you	ır workplace?		
 ☐ Yes ☒ No (you may specify why you have not consulted with employees on gender equality) ☒ Not needed (provide details why): 						
	Policies and strategies directed towards equ Insufficient resources/expertise Not a priority Other (provide details):	al employment	opportunity are a	adopted across	the business.	
15.3	If your organisation would like to provide add please do so below.	ditional inform	nation relating to	gender equa	lity indicator 5,	

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? 16.





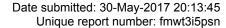


		s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? Yes No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
17.	⊠ Yes	u provide training for all managers on sex-based harassment and discrimination prevention? s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)







Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 61.5% females and 38.5% males.

Promotions

- 2. 52.2% of employees awarded promotions were women and 47.8% were men
 - i. 58.3% of all manager promotions were awarded to women
 - ii. 51.9% of all non-manager promotions were awarded to women.
- 3. 7.9% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 50.0% of employees who resigned were women and 50.0% were men
 - i. 52.9% of all managers who resigned were women
 - ii. 49.8% of all non-managers who resigned were women.
- 5. 7.9% of your workforce was part-time and 6.5% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 30.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: ThinkMe Finance Pty Ltd Collective Learning and Development Lion Finance Ltd CEO sign off confirmation Name of CEO or equivalent: Anthony Rivas CEO signature: Date: