



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Gender Equality Reporting

Submitted by:

**Alcoa Of Australia Limited
(ABN:93004879298)**

**Alcoa Australian Holdings Pty Ltd
(ABN:33096987370)**

**Alcoa Portland Aluminium Pty Ltd
(ABN:80006306752)**

Date: 2022-06-22

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

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

Yes(*Select all that apply*)

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

Reduce the gender pay gap
Increase the number of women in leadership positions

Increase the number of women in male-dominated roles

Other(*Please provide details*)

...Other

entry level talent

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

- The Alcoa Women's Network (AWN) has formal chapters at global, regional and location/plant level, with a mission 'to provide inspiration, awareness and connections to advance a culture of inclusiveness and improve gender diversity'.
- The Australian AWN, available to all female and male Alcoa employees, has formal links to, and a member of, the Alcoa Inclusion Steering Committee. The AWN also facilitates opportunities with global senior executive women to host round table discussions and forums to share experiences and support, as well as development forums with external experts on particular topics.
- We have implemented a number of programs from the sponsorship of the AWN, including our Catalyst for Change program which incorporates both men and women across the organisation to take real action to make a difference to the development of women.
- Scholarships and programs provided to attract women to careers in non-traditional roles include: Bev Corless Memorial Scholarship, Future Leaders of Industry, Women in Operations and the Prospects program.
- Diversity targets are established and tracked for applicant pools.
- Funding support is provided for men and women to attend internal and external forums focused on the advancement of women in the workforce, such as the WA Women in Mining Conference and similar events in the eastern states.
- HR Policies were reviewed and updated again this year to improve on broadening opportunities for gender diversity and inclusion.
- Improvement of our parental and return to work programs for both men and women, including our support for parents via our Parents and Kids network and a continued action of Managing Director catch ups upon return to work. These enable us to have full support in ensuring that real actions are developed from feedback.
- Continue with exit tracking of women to support policy development and improvement.

A continued Women in Operations program to support top talented women improve their confidence and willingness to seek opportunities in line roles. In our first cohort, we graduated 27 participants and our second was a further 22 participating and now we have a third cohort with 23 participants

Governing bodies

Alcoa Of Australia Limited

1: Does this organisation have a governing body?

Yes(*Provide further details on the governing body(ies) and its composition*)

1.1: What is the name of your governing body?	Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	2
...Male	2
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Do not have control over governing body/appointments
	The composition of the Alcoa of Australia Limited's board is controlled by Alcoa of Australia's two ultimate shareholders, Alcoa Corporation and Alumina Limited. Alcoa Corporation appoints three members of the board and Alumina Limited, two. The appointments by Alcoa Corporation are typically position based (eg Vice President Operations - Australia and Australia Controller of Alcoa of Australia) and we have a strategy in place to ensure our succession pipeline into these positions has targeted gender equity representation. We also note that the Board of the Alcoa of Australia Retirement Plan Pty Ltd (AARP) consists of six directors, two employer-sponsored and three members elect. Of the two employer-sponsored Directors, Alcoa of Australia Limited has appointed one woman. The vast majority of the employees are members of the AARP. In our parent company, Alcoa Corp, our Board consists of 33% women. That is 4 of the 12 Directors.
1.6: Do you have a formal policy and/or formal	

strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	The composition of the Alcoa of Australia Limited's board is controlled by Alcoa of Australia's two ultimate shareholders, Alcoa Corporation and Alumina Limited. Alcoa Corporation appoints three members of the board and Alumina Limited, two. The appointments by Alcoa Corporation are typically position based (eg Vice President Operations - Australia and Australia Controller of Alcoa of Australia) and we have a strategy in place to ensure our succession pipeline into these positions has targeted gender equity representation. We also note that the Board of the Alcoa of Australia Retirement Plan Pty Ltd (AARP) consists of six directors, two employer-sponsored and three members elect. Of the two employer-sponsored Directors, Alcoa of Australia Limited has appointed one woman. The vast majority of the employees are members of the AARP. In our parent company, Alcoa Corp, our Board consists of 33% women. That is 4 of the 12 Directors.

Alcoa Australian Holdings Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Alcoa Australian Holdings Pty Ltd
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	1
...Male	2
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply</i>)
	Do not have control over governing

	body/appointments
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Do not have control over governing body/appointments
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)

Alcoa Portland Aluminium Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Alcoa Portland Aluminium Pty Ltd
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	1
...Male	1
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply</i>)
	Do not have control over governing body/appointments
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Do not have control over governing body/appointments
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No

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
Strategy

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

Yes(*Select all that apply*)

...Yes

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

...Other (provide details)

Alcoas compensation policy ensures there is no gender discrimination. The policy provides for gender comparison in new hires, promotions, the annual salary increases, and performance based variable compensation process, and an ongoing review process. Ensures pay equity is maintained for employees to take parental leave.

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

31-Dec-2021

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*)

Identified cause/s of the gaps
Reviewed remuneration decision-making processes
Analysed commencement salaries by gender to ensure there are no pay gaps
Analysed performance pay to ensure there is no

1.2: Did you take any actions as a result of your gender remuneration gap analysis?	gender bias (including unconscious bias) Set targets to reduce any organisation-wide gap
.. Yes	Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Trained people-managers in addressing gender bias (including unconscious bias) Corrected like-for-like gaps Implemented other changes (provide details):
...Implemented other changes (provide details):	When considering promotions and new employees like for like pay gap is referenced inclusive of market data and internal peer relativities for salary recommendations.
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	Alcoa's Gender Pay Gap analysis is conducted on an annual basis, which involves a comprehensive data collection and analysis process that reviews like-for-like, by-level gap and Organisation-wide gender pay gaps. Any identifiable gaps are investigated, and actions identified to achieve the objective of closing the gender pay gap.

3: 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 during the reporting period?

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

1.1: How did you consult employees?	Survey Consultative committee or group Focus groups Exit interviews Other (provide details)
...Other (provide details)	Location D&I committees, Alcoa Womens Network Forums, female-focused feedback sessions, stay and exit conversations, career check-ins
1.2: Who did you consult?	ALL staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent

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

Yes(Select all that apply.)

...Yes

Strategy

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

18-Aug-2021

4: Does your organisation have shareholders?

Yes

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

18-Aug-2021

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

No

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

The full report, and analysis was provided to the Alcoa of Australia Board and shared with all executive and senior leadership.

#Flexible work

Flexible working

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

Yes (*Select all that apply*)

...Yes	Policy 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	No (<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	A new model has been implemented globally, so this will be established first and assessed for development of targets if required
...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)	everyone has equal access and do not consider it an issue and our surveys indicate that both men and women feel they have good access to flexibility
...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	No (<i>Select all that apply</i>)
...No	Not aware of the need
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	No (<i>Select all that apply</i>)
	Not aware of the need

...No	Other (provide details)
...Other (provide details)	Our organisation does not have a 'client' base
...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 Informal options are available
...Compressed working weeks	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Insufficient resources/expertise
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Informal options are available Formal 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	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	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
...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 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?

No	
3.1: You need to indicate which of the following flexible working options are available to NON-MANAGERS in your workplace.	Yes(<i>Select one option only</i>)
.. Flexible hours of work	
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available 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	Formal options are available Informal 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 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	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	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

...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 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

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

Yes

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

Yes, for both women and men

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

Training for managers on how to work with flexible and remote/hybrid teams
 Training for non-managers on how to work with flexible and remote/hybrid teams
 Training for all employees on how to work with flexible and remote/hybrid teams
 All team meetings are held online

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

1. Regular articles in company-wide electronic newsletter which provide tools and tips on wellbeing, work/life balance and family and caring responsibilities. 2. Our Employee Assistance Provider offers free workshops on a variety of topics including family and caring responsibilities. Some of these included R U OK?, Mental Healthy Hygiene, Relationship Check Up, Self Care is NOT the Same as Self-Indulgence, Managing the Work/Life Balance when Working from Home, Alcohol and Drugs in Times of COVID, Can Boredom ever be Good?, Gaining and Maintaining Motivation, Making and Breaking Habits, Conflict Resolution, The Dark Side of Working from Home and How to Stay Motivated, Domestic Violence in Australia, Understanding the Adolescent Brain, Social Connection and Why We Need it, Risky Christmas Business, Giving Your Head a Break, Accessing Your EAP, Dilemmas, Hard Decisions & Tough Choices. 3. Parents and Kids forums for new and existing families. 4. Our Medical centres on site also offer counselling and medical advice for all employees. 5. A new 'Flex First' global flexibility strategy and model was launched in Jan 2022.

#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 that is gender equal (without using the primary/secondary carer definition)

1.1: Please indicate whether your employer-funded paid parental leave is available to:	All, regardless of gender
1.2: Please indicate whether your employer-funded paid parental leave covers:	Birth Adoption Surrogacy Stillbirth
1.3: How do you pay employer funded paid parental leave?	Paying the employee's full salary
1.4: Do you pay superannuation contribution to your carers while they are on parental leave?	Yes, on employer funded parental leave
1.5: How many weeks (minimum) of employer funded paid parental leave is provided?	3
1.6: What proportion of your total workforce has access to employer funded paid parental leave, including casuals?	91-100%
1.7: Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	No
1.8: Do you require carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.8: Do you require carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

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

Appropriate breastfeeding facilities; · Newsletter articles on flexibility support for care of sick or elderly family members; · Childcare referral services; · Quarterly Parents and Kids Forums - an internal support for Mums and Dads · Comprehensive checklists to support Manager and employee on parental leave commencement & return to work · Flexible Work at Alcoa resources for Managers & Employees on company intranet; · Information/articles distributed to our Parents support network; · Paediatric first aid course for Parents; · Employee Assistance Program training opportunities for parents of all age children; · HR and Manager training on Flexible Work Arrangements best practice

Support for carers

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

Yes(Select all that apply)

...Yes

Policy
Strategy

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

...Employer subsidised childcare

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

...No

Other (provide details)

...Other (provide details)

implementation and other ongoing costs are prohibitive and we need to ensure equity across the operations

...On-site childcare

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

...No

Other (provide details)

...Other (provide details)

as above

...Breastfeeding facilities

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

...Yes

Available at ALL worksites

...Childcare referral services

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

...Yes

Available at ALL worksites

...Internal support networks for parents

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

...Yes

Available at ALL worksites

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

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

...No

Not a priority

...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>)
...No	Insufficient resources/expertise
...Coaching for employees on returning to work from paid 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>)
...No	Other (provide details)
...Other (provide details)	we have a parents and kids forums which accommodates all parents
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	as above
...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.

Appropriate breastfeeding facilities; · Newsletter articles on flexibility support for care of sick or elderly family members; · Childcare referral services; · Quarterly Parents and Kids Forums - an internal support for Mums and Dads · Comprehensive checklists to support Manager and employee on parental leave commencement & return to work · Flexible Work at Alcoa resources for Managers & Employees on company intranet; · Information/articles distributed to our Parents support network; · Paediatric first aid course for Parents; · Employee Assistance Program training opportunities for parents of all age children; · HR and Manager training on Flexible Work Arrangements best practice

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
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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 Other (provide details)
...Other (provide details)	ad hoc to senior leadership
...All employees	Yes(Please indicate how often is this training provided (select all that apply):)
...Yes	At induction Every one-to-two years Other (provide details)
...Other (provide details)	ad hoc to groups such as Peer Supporters, Supervisors, crews, etc

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

Quarterly report of sex-based harassment statistics is provided to senior management and HR lead team. Analysis is reviewed to support future action plans if required.

It is also reported to the Board of Alcoa of Australia and our Alcoa Womens Network.

We have also surveyed our workforce as part of the Employer of Choice submission in regards to Sex-based harassment and have reviewed and assessed comments, etc which support the Gender Inclusion strategy and our Alcoa Womens Network initiatives.

Family or domestic violence

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

Yes(Select all that apply)	
...Yes	Policy

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

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	Yes
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes

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

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

Please note that our enterprise agreements all vary in regards to their access to paid or unpaid leave, however our Family and Domestic Violence Policy has the overarching provisions contained for this availability of leave.

Workforce Management Statistics Table

Industry:

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	1	1	
			Managers	5	22	27	
			Non-managers	62	226	288	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	2	3	5	
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	2	0	2	
			Non-managers	10	0	10	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	1	4	5	
	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	3	3	
Non-managers				14	29	43	
Fixed-Term Contract			CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	14	23	37	
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	
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	1	1	
			Managers	5	15	20	
			Non-managers	125	392	517	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	2	3	
			Non-managers	41	47	88	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	13	1	14
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	3	0	3	
			Non-managers	8	0	8	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	15	24	39	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry:

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	1	0	1
			Managers	4	12	16
			Non-managers	40	122	162
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	9	9	18
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	4	1	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
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	2	0	2
			Non-managers	27	4	31
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	0	5
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	0	5
			Non-managers	17	0	17
		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	3	3
			Non-managers	1	115	116
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	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

* Total employees includes Gender X

Workforce Management Statistics Table

Industry:

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	1	0	1
	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

Workplace Profile Table

Industry: Primary Metal and Metal Product Manufacturing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	53	195	0	0	248
	Full-time contract	1	5	0	0	6
	Part-time permanent	14	6	0	0	20
	Part-time contract	1	0	0	0	1
	Casual	0	1	0	0	1
Professionals	Full-time permanent	178	478	10	14	680
	Full-time contract	8	7	0	0	15
	Part-time permanent	54	2	0	0	56
	Part-time contract	3	0	0	0	3
Technicians And Trades Workers	Full-time permanent	103	1,447	0	0	1,552
	Full-time contract	1	9	40	65	115
	Part-time permanent	17	27	0	0	44
Community And Personal Service Workers	Full-time permanent	21	33	0	0	54
	Part-time permanent	9	0	0	0	9
	Part-time contract	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	49	3	0	0	52
	Full-time contract	2	0	0	0	2
	Part-time permanent	28	0	0	0	28
	Part-time contract	2	0	0	0	2
	Casual	15	26	0	0	41
Machinery Operators And Drivers	Full-time permanent	102	470	0	0	572
	Full-time contract	7	6	5	2	20
	Part-time permanent	11	8	0	0	19
	Part-time contract	0	1	0	0	1
Labourers	Full-time permanent	76	893	0	0	969
	Full-time contract	5	10	0	0	15
	Part-time permanent	4	16	0	0	20

* 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: Primary Metal and Metal Product Manufacturing

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO		Full-time permanent	0	1	1
KMP		Full-time permanent	2	5	7
GM		Full-time permanent	2	13	15
SM		Full-time permanent	6	30	36
		Part-time permanent	1	0	1
OM		Full-time permanent	43	146	189
		Full-time contract	1	5	6
		Part-time permanent	13	6	19
		Part-time contract	1	0	1
		Casual	0	1	1

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Workplace Profile Table

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	Part-time permanent	9	0	0	0	9
	Part-time contract	1	0	0	0	1
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	Full-time contract	2	0	0	0	2
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Workplace Profile Table

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		Part-time permanent	1	0	1
OM		Full-time permanent	43	146	189
		Full-time contract	1	5	6
		Part-time permanent	13	6	19
		Part-time contract	1	0	1
		Casual	0	1	1

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** Total employees includes Gender X