



Public report

2018-19

Submitted by

Legal Name: Australian Finance Group Ltd





Organisation and contact details

Submitting organisation details	Legal name	Australian Finance Group Ltd
	ABN	11066385822
	ANZSIC	K Financial and Insurance Services
	ARZOIO	6411 Financial Asset Broking Services
	Business/trading name/s	Australian Finance Group
	ASX code (if applicable)	
	Postal address	Level 4, 100 Havelock Street
		WEST PERTH WA 6005
		AUSTRALIA
	Organisation phone number	(08) 9420 7888
Reporting structure	Ultimate parent	Australian Finance Group Ltd
	Number of employees covered by this report	206





All organisations covered by this report

Legal name	Business/trading name/s
Australian Finance Group Ltd	Australian Finance Group
AFG Securities Pty Ltd	





Date submitted: Unique report number: 3vdjdjc0qq

Workplace profile

Manager

Manager occupational categories	On of level parithogae	Control of the second of the second		_	No. of employees
	repoliting level to CEO	Employment status	4	Σ	Total employees
		Full-time permanent	0	-	
		Full-time contract	0	0	0
CEU/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	9	9
		Full-time contract	0	0	0
	7	Part-time permanent	-	0	TO SECURITY
		Part-time contract	0	0	0
Key management personnel		Casual	0	0	0
		Full-time permanent	1	0	
	3.58	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	4	9	10
		Full-time contract	0	0	0
	-2	Part-time permanent	4	0	4
		Part-time contract	0	0	0
Senior Managers	35	Casual	0	0	0
		Full-time permanent	0	2	2
	202	Full-time contract	0	0	0
	ဇာ	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	3	4
Chicken and the second		Full-time contract	0	0	0
Ouler managers	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0



Manager continued toucher	CEO of lovel prippend	or to the common of commen		Z	No. of employees
Manager occupational categories	vepolitig level to CEO	Employment status	4	M	Total employees
		Full-time permanent	1	8	6
		Full-time contract	0	0	0
	۴-	Part-time permanent	1	0	
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	1	4
		Full-time contract	0	0	0
	4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			16	27	43



Workplace profile

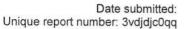
Non-manager

Non-marginal configurations	_	No. of employees (excluding	graduates and apprentices)	No. of graduates	es (if applicable)	No. of apprentices	es (if applicable)	
sort manager occupational categories	Citipioyilleni status	B	W	Part Harrison	M	F		Total employees
	Full-time permanent	11	39	0	0	0	0	20
	Full-time contract	0	ľ	0	0	0	0	
Professionals	Part-time permanent	9	1	0	0	0	0	7
	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
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
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	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	34	11	0	0	0	0	45
	Full-time contract	1	0	0	0	0	0	AND DESCRIPTION OF THE PERSON
Clerical and administrative	Part-time permanent	15	0	0	0	0	0	15
	Part-time contract	,	0	0	0	0	0	TOTAL STREET
	Casual	1	1	0	0	0	0	2
	Full-time permanent	21	20	0	0	0	0	41
	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

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ocinopotes longitudinos reportuna nell	100	No. of employees (excluding	graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentices	es (if applicable)	1000
Not Finaliagel occupational categories Employment status	Citipioyitieni status		W	Н	W	Э	W	i oral 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		06	73	0	0	0	0	163







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 mean 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 2018 to 31 March 2019. (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.
- 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)
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 employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	2	5	1
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

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	7	5
Number of appointments made to NON-MANAGER roles (including promotions)	20	20

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

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	3	13	8
Permanent/ongoing part-time employees	0	0	1	1
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

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

AFG's vision for diversity and inclusion incorporates a number of different factors; including gender, ethnicity, sexual orientation, disability, age and educational experience.

Our Diversity and Inclusion Policy (Policy) was adopted on 1 May 2015 with gender diversity identified as a key area of focus for the Company. The Policy has since been updated to include other diversity attributes to accurately reflect the holistic focus of the Diversity and Inclusion Committee.

The Diversity and Inclusion Committee supports the implementation of the Policy and the development of initiatives and practices that encourage all aspects of diversity in all areas of the business. The Committee monitors initiatives designed to identify, support and develop talented employees from a diverse range of backgrounds at AFG. The Committee reports to the Remuneration and Nomination Committee at least biannually.

All Company policies apply equally to all employees within the business, irrespective of gender. Where necessary this equality approach is referenced.

Whilst strategies exist for Retention, Performance Management, Promotions, Training and Development and Talent Identification they are not gender specific.

AFG promotes equal opportunity at all times.





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.

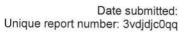
questi	ion relates to the highest go	nittee of management, council or other governing body for your Australian entity, e	even if it is located overseas.					
2.1	Please answer the followin	g questions relating to each governing b	ody covered in this report.					
	Note: If this report covers organisation before proces	more than one organisation, the question eding to question 2.2.	s below will be repeated for each					
	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.							
2.1b.1	Australian Finance Group Lir How many Chairs on this g							
		Female	Male					
	Number	0	1					
2.1c.1 How many other members are on this governing body (excluding the Chair/s)?								
2.1c.1		Female	Male					
	Number	2	4					

which includes a selection criteria of relevant skills and experience having regard to company diversity

2.1g.1 Are you reporting on any other organisations in this report?

	Vac
	100
∇	No
	140

objectives.





4.



	2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for organisations covered in this report?	
		 ✓ Yes (select all applicable answers) ✓ Policy ☐ Strategy ☐ No (you may specify why no formal selection policy or formal selection strategy is in place) ☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise ☐ Do not have control over governing body appointments (provide details why) ☐ Not a priority ☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Ger	nder	equality indicator 3: Equal remuneration between women and men
Equal gende	remune r equali	eration between women and men is a key component of improving women's economic security and progressing ity.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (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 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):
4.	Have y	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. icted a gender pay gap analysis)?
	Yes	s - the most recent gender remuneration gap analysis was undertaken:





room f qualifi	 Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): (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 cations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and them for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) Non-award employees paid market rate Not a priority Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	Gender remuneration gap analysis has been conducted on an organisation-wide, by-level and like-for-like basis.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	Yes – indicate what actions were taken (select all applicable answers) Created a pay equity strategy or action plan Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Analysed performance pay to ensure there is no gender bias (including unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any like-for-like gaps Set targets to reduce any organisation-wide gaps Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Confucted a gender-based job evaluation process Implemented other changes (provide details): No (you may specify why no actions were taken resulting from your remuneration gap analysis) No unexplainable or unjustifiable gaps identified 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 are paid market rate Unable to address cause/s of gaps (provide details why): Not a priority Other (provide details):
	 ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees are paid market rate ☐ Unable to address cause/s of gaps (provide details why):

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

If your organisation would like to provide additional information relating to gender equality indicator 3,

4.2

please do so below:

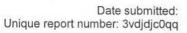




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This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements 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.

5.	A "Pi great	RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
	Do yo men,	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 of indications of time of	Is. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and 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), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the 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), 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), not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		8
5a.	carers	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	Emplo be the	yees with at least 12 months continuous service are entitled to eight weeks AFG Paid Parental leave to primary care giver of a child.
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%







5.5	riease indicate whether your employer funded paid parental leave for primary carers covers:
	Adoption
	⊠ Surrogacy
	☐ Stillbirth
	CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the
	ry carer.
Do yo wome	u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
☐ Ye	
□ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid)
	☐ Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	☐ Government scheme is sufficient ☐ Not a priority
	Other (provide details):
6.1.1	How many days of EMPLOYER FUNDED paid parental leave is provided for SECONDARY CARERS that is
	available for MEN ONLY? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
	5
fvou	organisation would like to provide additional information on your paid parental leave for SECONDARY
CARE	RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	yees with 12 months continuous service are entitled to 2 weeks short paternity leave, with 1 of these paid, commencing on the child's date of birth or release from hospital.
6.2.1	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS that is available for men only?
	In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
	□ <10%
	☐ 10-20%
	☐ 21-30% ► 21 40%
	51-60%
	☐ 61-70%
	71-80%
	☐ 81-90% ☐ 91-99%
	100%
6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:
	Adoption
	□ Surrogacy □ Sur
	☐ Stillbirth
How n	nany MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include
emplo	yees still on parental leave, regardless of when it commenced.





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	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	2

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.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	8	1	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.

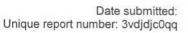
	Female	Male
Managers	0	0

- 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	2	1

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	∑ 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
	Don't offer flexible arrangements
	☐ Not a priority ☐ Other (provide details):
	Cities (provide details).
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	∑ 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
	☐ Included in award/industrial or workplace agreement
	☐ Not a priority

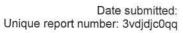
Other (provide details):







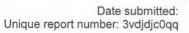
MV	
×	es
□N	o (you may specify why non-leave based measures are not in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	□ Not a priority
	Other (provide details):
11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
	☐ Employer subsidised childcare
	Available at some worksites only
	Available at all worksites
	☐ On-site childcare
	Available at some worksites only
	Available at all worksites
	□ Breastfeeding facilities
	Available at some worksites only
	Available at all worksites
	☐ Childcare referral services
	Available at some worksites only
	Available at all worksites
	☐ Internal support networks for parents
	☐ Available at some worksites only
	Available at all worksites
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave) Available at some worksites only
	☐ Available at all worksites
	☐ Information packs to support new parents and/or those with elder care responsibilities
	Available at some worksites only
	Available at all worksites
	Referral services to support employees with family and/or caring responsibilities
	Available at some worksites only
	Available at all worksites
	☐ Targeted communication mechanisms, for example intranet/ forums
	☐ Available at some worksites only
	Available at all worksites
	☐ Support in securing school holiday care
	☐ Available at some worksites only
	Available at all worksites
	Coaching for employees on returning to work from parental leave
	Available at some worksites only
	Available at all worksites
	□ Parenting workshops targeting mothers
	Available at some worksites only
	Available at all worksites
	□ Parenting workshops targeting fathers
	Available at some worksites only
	Available at all worksites
	☐ None of the above, please complete question 11.2 below
D	
. Do y viole	ou have a formal policy and/or formal strategy to support employees who are experiencing family or domestic nce?
⊠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







	Not aware of the need Not a priority Other (please provide details):
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 aware of the need
	Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? I flexible hours of work Compressed working weeks Itime-in-lieu Lelecommuting 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.
	 ✓ Yes, the option/s in place are available to both women and men. ☐ 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.

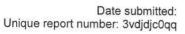






	Managers		Non-managers	
	Formal	Informal	Formal	Informa
Flexible hours of work			\boxtimes	
Compressed working weeks			\boxtimes	
Time-in-lieu				
Telecommuting				\boxtimes
Part-time work			\boxtimes	
Job sharing			\boxtimes	
Carer's leave			\boxtimes	
Purchased leave			\boxtimes	
Unpaid leave				

	Job sharing				
	Carer's leave			\boxtimes	
	Purchased leave			\boxtimes	
	Unpaid leave				
1	4.3 You may specify why any of the	above options are NOT av	ailable to your	employees.	
	☐ Currently under development, p☐ Insufficient resources/expertise☐ Not a priority☐ Other (provide details):		to be completed	i	
1	4.4 If your organisation would like to please do so below:	o provide additional inform	nation relating	to gender equa	lity indicator 4,
	In addition to the above flexible wo gender):	orking and leave options, AF	G also offers ou	r Employees (irre	espective of
	Study and Examination Leave Compassionate Leave Adoption Leave Long Service Leave				
	Community Service Leave Military Service Leave				
conc	ler equality indicator 5: erning gender equality der equality indicator seeks information on ng gender equality in the workplace.	in the workplac	e		
15. F	lave you consulted with employees on	issues concerning gende	er equality in yo	ur workplace?	
	☑ Yes ☑ No (you may specify why you have not	consulted with employees	on gender egual	ity)	
	│ Not needed (provide details wh │ Insufficient resources/expertise │ Not a priority	y):	on gender equal	ity)	
	Other (provide details):				
1	5.1 How did you consult with emplo	yees on issues concernin	g gender equal	ity in your work	place?
	SurveyConsultative committee or grouFocus groups	p			
	Performance discussions				
	Other (provide details):				

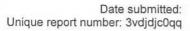






15.2 Who did you consult?

	15.3	Other (provide details): If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		All AFG employees are consulted on their views, opinions and issues relating to gender equality (in addition to other diversity indicators) via our employee surveys and employee exit interviews.
Ge	nder	equality indicator 6: Sex-based harassment and discrimination
partic	ipation.	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
		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	a provide training for all managers on sex-based harassment and discrimination prevention? - 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:

AFG is committed to maintaining an environment that is free from all forms of harassment, discrimination and bullying. Complaints of harassment, discrimination or workplace bullying are taken extremely seriously and handled promptly and impartially by the HR department.

Employees may access AFG's Employee Assistance Program for support as required.

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.)

AFG aims to foster and maintain a diverse work environment.

We are committed to promoting a workplace culture of respect and tolerance where all employees, regardless of their unique individual attributes, have the opportunity to reach their full potential.



Date submitted: Unique report number: 3vdjdjc0qq

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 51.5% females and 48.5% males.

Promotions

- 2. 70.0% of employees awarded promotions were women and 30.0% were men
 - i. 50.0% of all manager promotions were awarded to women
 - ii. 83.3% of all non-manager promotions were awarded to women.
- 3. 14.1% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 55.6% of employees who resigned were women and 44.4% were men
 - 25.0% of all managers who resigned were women
 - ii. 60.9% of all non-managers who resigned were women.
- 5. 14.1% of your workforce was part-time and 7.4% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 25.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 25.0% 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
- 66.7% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access

List of employee organisations:

Confirmation CEO has signed the report:
Date:
02/02/210