



### 2015-16 public report form submitted by Abacus Group Holdings Limited to the Workplace Gender Equality Agency

#### Organisation and contact details

Organisation registration	Legal name ABN	Abacus Group Holdings Limited 31080604619
	ANZSIC	6712 Non-Residential Property Operators
Organisation	Trading name/s	
details	ASX code (if relevant)	ABP
	Postal address	Level 34 Australia Square
		264-278 George Street
		Sydney NSW 2000
		AUSTRALIA
	Organisation	02 9253 8600
	phone number	
Reporting	Number of	95
structure	employees covered	
	in this report	
	submission	
	Other	
	organisations	
	reported on in this	
	report	





## Workplace profile Manager

Manager programmational restauration	CEO of level prihoded	outoto trompolario		Z	No. of employees	
manager occupational categories	CEO DI Isasi III DESI	Chiphoyment status	F	M	Total employees	
		Full-time permanent	0	1	j.	
		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	1	5	9	
		Full-time contract	0	0	0	
Key management personnel	7	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	2	2	
		Full-time contract	0	0	0	
Other executives/General managers	-2	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	TG.
		Casual	0	0	0	
		Full-time permanent	1	5	9	
		Full-time contract	0	0	0	
Senior Managers	ဇှ	Part-time permanent	0	1	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	3	9	6	
		Full-time contract	0	0	0	
Other managers	4-	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			9	20	26	
						١



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# Non-manager

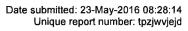
Non-manager occupational	Employment	No. of employees (ex appre	No. of employees (excluding graduates and apprentices)	No. of gr appli	No. of graduates (if applicable)	No. of app	No. of apprentices (if applicable)	Total
categories	status	F	M	F	M	E	M	employees
	Full-time permanent	11	12	0	0	0	0	23
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time	0	1	0	0	0	0	1
	Part-time	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	10	7-	0	0	0	0	11
	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	15	1	0	0	0	0	16
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	3	0	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	3	0	0	0	0	4
	Full-time permanent	2	0	0	0	0	0	2
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0

C	Workplace Gender Equality Agency	
	X	

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Non-manager occupational	Employment	No. of employees (excluding apprentices)	No. of employees (excluding graduates and apprentices)	No. of gra appliv	No. of graduates (if applicable)	No. of app applic	No. of apprentices (if applicable)	Total
categories	Status	F	M	1	M	J -	M	empioyees
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	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	3	0	0	0	0	ε
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	2	0	0	0	0	5
	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		43	26	0	0	0	0	69





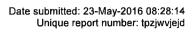




#### Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

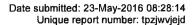
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.2 Retention?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.3 Performance management processes?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.4 Promotions?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.5 Talent identification/identification of high potentials?  ⊠ Yes (you can select policy and/or strategy options)







☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.6 Succession planning?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy  ☐ No
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.8 Resignations?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.9 Key performance indicators for managers relating to gender equality?  ☑ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☑ Standalone strategy
☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
<ul><li>1.10 Gender equality overall?</li><li>☑ Yes (you can select policy and/or strategy options)</li></ul>







Standalone policy
Policy is contained within another policy
Standalone strategy
Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority

- You may provide details of other formal policies or formal strategies that specifically 1.11 support gender equality that may be in place:
- 1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
NUMBER of appointments made	1	0	4	3

In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/nonmanager categories).

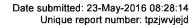
('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank )

NC	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	1	6	0
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

In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	1	11	8
Permanent/ongoing part-time employees	0	0	0	0







	Manag	gers	Non-mar	nagers
	Female	Male	Female	Male
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

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

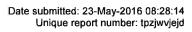
If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

percentage) percentage) body/board	Organisation name	(NOT	Gender and NUMBER of other governing body/board members (NOT	% target for representation of women on each governing	Year to be reached
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		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
01	Abacus Group Holdings Limited	0	1	1	4	0	
02							
03							
04							
05							
06							
07							
08							
09							
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26				
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29							
30							
	erning bodies lis Governing body Currently under nsufficient huma Don't have expe	sted above /board ha: developm an resourd rtise ttrol over (	e, you ma s gender l ent ces staff	y specify v balance (e	why below: e.g. 40% wo	as not been set for omen/40% men/20 nents (provide det	0% either)
	y/board membe 'es (you can se  Standald Policy is Standald Strategy lo lo, in place for selo, currently und lo, insufficient h	rs for ALL lect policy one policy containe one strate v is contain some gov der develonuman res	organisa y and/or si d within a gy ned within erning boro poment cources st	tions cover trategy open nother polen another sedies/board	ered in this intions)  icy  strategy	selection strategy report?	
	lo, don't have e lo, not a priority lo, other (provic	,					
		structure				ion if your organis ity (ie Pty Ltd, Ltd	
parti	ner) in the follow	ving table	against the	he relevan	t WGEA sta	rtners (excluding t andardised manaç orkplace profile.	
	ails of your man oplace profile.	aging par	tner shou	ld be inclu	ded separa	tely in the CEO ro	ow of your
	Please ensure					ody/board (which	may include all

	Full-	Part-	Full-	Part-
	time	time	time	time
	females	females	males	males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				

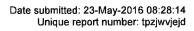




	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
Do you have a formal policy and/or formal strategy on remuneration generally?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?  Yes (provide details in questions 3.2 and/or 3.3 below)  No No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, not a priority No, other (provide details):
Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.)  Yes. When was the most recent gender remuneration gap analysis undertaken?  Within last 12 months  Within last 1-2 years  More than 2 years ago but less than 4 years ago  Other (provide details):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> </ul>







agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)  No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)  No, non-award employees are paid market rate  No, not a priority  No, other (provide details):
4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?  Yes. (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
parental leave scheme  By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time 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) ☐ No
<ul><li>No, currently being considered</li><li>No, insufficient human resources staff</li></ul>
<ul> <li>No, government scheme is sufficient</li> <li>No, don't know how to implement</li> </ul>
<ul><li>No, not a priority</li><li>No, other (provide details):</li></ul>
Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?  Yes, one week or greater (please go to 6.1)  Yes, less than one week (please go to 6.2)  No  No, currently being considered  No, insufficient human resources staff
□ No, government scheme is sufficient □ No, don't know how to implement
☐ No, not a priority
No, other (provide details):

How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period (this is to include employees still on parental leave who commenced this leave in another reporting period)?

	Primary care	er's leave	Secondary carer's leave		
	Female	Male	Female	Male	
Managers	1	0	0	0	
Non-managers	2	0	0	0	





Primary care	er's leave	Secondary carer's leave		
 Female	Male	Female	Male	

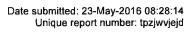
8 Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0
Non-managers	0	0

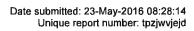
9 Do you have a formal policy and/or formal strategy on flexible working arrar  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy	igements?
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> <li>No, don't offer flexible arrangements</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>	
10 Do you have a formal policy and/or formal strategy to support employees w or caring responsibilities?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):	th family
Do you have any non-leave based measures to support employees with fan caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, r services)?  ☐ Yes ☐ No ☐ No, currently under development ☐ No insufficient human resources staff	







No, don't have expertise
No, not a priority
☐ No, other (provide details):
Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
☑ No □ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
No, not aware of the need
No, don't have expertise
□ No, not a priority □ No, ether (sleepe provide details):
No, other (please provide details):
Other than a policy and/or strategy, do you have any measures to support employees who are experiencing family or domestic violence?  Yes - please indicate the type of measures in place (more than one option can be
selected):
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)
<ul> <li>☐ Access to unpaid leave</li> <li>☐ Confidentiality of matters disclosed</li> <li>☐ Referral of employees to appropriate domestic violence support services for</li> </ul>
expert advice
Protection from any adverse action or discrimination based on the disclosure of
domestic violence    Flexible working arrangements   Provide 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
No, currently under development No, insufficient human resources staff No, not aware of the need No, don't have expertise No, not a priority
No. other (provide details):

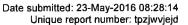






Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

indicates that a particular employment term, condition or practice is not in place):  Managers  Non-managers									
	Female		agers Male		Female		Male		
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Inform	
Flexible hours of work									
Compressed working weeks									
Time-in-lieu								$\boxtimes$	
Telecommuting									
Part-time work									
Job sharing									
Carer's leave									
Purchased leave									
Unpaid leave									
<ul> <li>14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:  Currently under development  Insufficient human resources staff  Don't have expertise  Not a priority  Other (provide details):</li> <li>14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:</li> </ul>									
workplace?  ☐ Yes  ☐ No ☐ No, not needs ☐ No, insufficier ☐ No, don't have	orkplace u consulte ed (provide nt human e expertis	ed with emp e details wh	loyees on					ur	
☐ No, not a prio☐ No, other (pro		ils):							







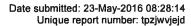
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:

Gender equality indicator 6: Sex-based harassment and discrimination Do you have a formal policy and/ or formal strategy on sex-based harassment and 16 discrimination prevention? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy

Standalone strategy ☐ Strategy is contained within another strategy □ No No, currently under development No, insufficient human resources staff ☐ No, included in workplace agreement No, don't have expertise ☐ No, not a priority ■ No, other (provide details): Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy? Nο No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details): 17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? X Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): At induction At least annually Every one-to-two years Every three years or more ☐ Varies across business units Other (provide details): No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority ☐ No, other (provide details):

Should you wish to provide additional information on any of your responses under

gender equality indicator 6, please do so below:







#### Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any 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.
- 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 51.6% females and 48.4% males.

#### **Promotions**

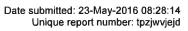
- 2. 85.7% of employees awarded promotions were women and 14.3% were men
  - 0.0% of all manager promotions were awarded to women
    - ii. 100.0% of all non-manager promotions were awarded to women.
- 3. 9.5% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

#### Resignations

- 4. 55.0% of employees who resigned were women and 45.0% were men
  - i. 0.0% of all managers who resigned were women
  - ii. 57.9% of all non-managers who resigned were women.
- 5. 9.5% of your workforce was part-time and 0.0% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

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







#### **Notification and access**

CEO sign off confirmation

Name of CEO or equivalent
Confirmation CEO has signed the report

CEO Signature:

Date: