



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Compliance Program

Submitted by:

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#Workplace overview

Policies and strategies

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

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Performance management processes	No(<i>Select all that apply</i>)
...No	Other (please provide)
...Other (please provide)	Work is underway to incorporate our policy on performance into existing policies. This was delayed and is now planned to form part of our implementation of APRA's Prudential Standard CPS511.
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	No(<i>Select all that apply</i>)
...No	Other (please specify)
...Other (please specify)	No, however we will continue to review on an ongoing basis the value of including gender equality KPIs in leaders' scorecards.

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?

Increase the number of women in leadership positions

Increase the number of women in male-dominated roles
 Increase the number of men in female-dominated roles

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

IAG is committed to achieving gender equity and diversity of thought across our senior leadership population. We have a Diversity, Inclusion and Belonging (DIB) strategy and plan in place which includes commitments to gender equity. We have also set divisional gender equity targets across IAG. As at March 2022, we have 43.1% female representation in our senior leadership group against our 2023 target of 50%, with a female population of 58.2% across the whole employee population.

Governing bodies

Insurance Australia Group Limited

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?	Insurance Australia Group
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	3
...Male	7
...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>)
	Policy Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(<i>Provide further details on your target</i>)
10.6: What is the percentage (%) target?	30.00%
10.7: What year is the target to be reached (select the last day of the target year)?	31-Dec-2022
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)

	Policy Strategy
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	
<i>Insurance Australia Group Services Pty Limited</i>	
<i>Insurance Manufacturers Of Australia Pty Limited</i>	
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?	Insurance Manufacturers of Australia Limited Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	0
...Male	6
...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>)
	Other (provide details)
	Directors have been appointed on merit and for requisite skill sets, and in accordance with the Company's Shareholder Agreement
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)
	Currently seeking input from the IMA Board Chairman on next steps.
1.1.a.3: How many members are on the	

governing body and who holds the predominant Chair position?

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

The Board acknowledges it currently sits slightly below its Board Gender Diversity Target and is committed to addressing this as part of its ongoing Board renewal program.

#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

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

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

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(*Select all that apply.*)

...Yes

Shared internally with governing body members

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

No

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

Employer action on pay equity

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

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

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

Within the last 12 months

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

Yes(*Select all that apply*)

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

.. Yes

Identified cause/s of the gaps
 Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
 Reported pay equity metrics (including gender pay gaps) to the governing body
 Reported pay equity metrics (including gender pay gaps) to the executive
 Implemented other changes (provide details):

Reported pay equity metrics (including gender pay gaps) to our performance and remuneration committee which contained governing body members. Delivered a training session to our

<p>...Implemented other changes (provide details):</p>	<p>employee population about the approach we take to gender pay equity at IAG and the macro influences and biases to be aware of. Provided smaller division-based remuneration training to our leaders to provide education on the factors for consideration (and the factors not to be considered) when determining salary and comparing salaries between employees Where material gaps are identified, they are brought to a manager's attention to address where required. Managers are provided with gender pay reporting during the annual performance and remuneration review process to inform their decisions and help mitigate bias.</p>
<p>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)</p>	<p>Both an organisation wide and like for like analysis was completed.</p> <p>The results of the like for like analysis utilised regression analysis to identify areas where any difference in pay could not be attributed to any factors other than gender.</p>

2: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

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

We engaged our employee population in the discussion of gender pay gaps through a panel discussion which provided details surrounding the causes and consequences of gender pay gap, explored the IAG approach and focus areas and provided an opportunity for employees to ask questions to the panel.

We rolled out remuneration training to leaders across the organisation which educate leaders on the factors to consider (and not to consider) when determining salaries and wages of new and promoted employees.

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.)

<p>1.1: How did you consult employees?</p>	<p>Survey Consultative committee or group Exit interviews Other (provide details)</p>
	<p>IAG consults with employees through a variety of channels. Our annual culture survey and exit surveys include questions around flexibility, inclusion, gender-based harassment and perceptions around equality between genders.</p>

...Other (provide details)	In addition to surveys and committees, IAG has a community of Employee Network Groups (ENGs) covering gender equity including Celebrating Women, Families@IAG, Pride@IAG, and Haven (Family & Domestic Violence). The intention of the ENGs is to provide a structured way to hear the voice of our people on matters relating to diversity, inclusion and belonging and empower our people to take action to drive change. This year, IAG has formed a Diversity, Inclusion and Belonging Committee, with senior leader representation, to provide another channel through which feedback can flow.
1.2: Who did you consult?	ALL staff 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?

17-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?

10-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.

IAG values the voice of our people on all matters relating to gender equality. We use several mechanisms to consult our people – our Employee Network Groups, our DIB Committee, and our people surveys, which include quarterly pulse surveys, annual deep dives, and exit/onboarding surveys. This data is regularly fed back to leadership and is a key input to strategy and initiative design.

#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) Not aware of the need
...Other (provide details)	In February we were awarded the FlexReady certification by FlexCareers, highlighting our industry leading approach to flexible working. We don't have targets set as we feel confident that flexible working is normalised and embedded across the organisation.
...Targets have been set for men's engagement in flexible work	No (<i>Select all that apply</i>)
...No	Other (provide details) Not aware of the need
...Other (provide details)	As above
...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>)
...No	Not aware of the need
...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
...Other (provide details)	No

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	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 Informal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available

...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available 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 Informal 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 Informal options are available

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

Yes

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?

Don't know / Not applicable

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
 Employee performance is measured by performance and not presenteeism
 All team meetings are held online
 Other(*Provide details*)

...Other

Training is available through the Circle In platform and IAG Academy for those who need further support. As we are already distributed, it is more about leaders and teams being conscious around working together when people are in different locations. The Dynamic Working hub also has resources to support hybrid teams developing rhythms and rituals to stay connected as a team regardless of location.

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.

We are committed to achieving equity and access so that more people are supported to overcome barriers to participating in the workforce. At IAG, we have a range of flexible working arrangement options for all employees, which is reflected by us achieving a Level 4 FlexCareers certification in December 2021.

A result of the pandemic is that we have accelerated and expanded our flexible working practices. Our existing “My Flex” model continues to cater for individual work requests and arrangements, and we now have “Dynamic Working” which provides flexibility at scale across IAG. This is our new hybrid way of working which: is not a one size fits all, allowing for tailored working patterns based on team needs and objectives; is purposeful in how we come together for regular onsite connection and creation; and, allows us to continue to work remotely.

With Dynamic Working, we are largely able to accommodate what previously had to be a type of My Flex request (such as working from home on a particular day to manage child pick-up or specific caring responsibilities) within the agreed Dynamic Working “Team Working Patterns”. Our people have told us that they appreciate the flexibility this offers for all our employees, particularly those with caring and family obligations. Further types of “My Flex” arrangements (adjusted working hours, additional leave and job sharing) are available to our people, and are assessed on a case by case basis with local arrangements put in place.

In our 2021 Annual Culture Survey, 90% of participants agreed that they had the flexibility they need to manage work and other commitments, while 71% of participants noted they had some form of formal or informal flexible work arrangement.

#Employee support

Paid parental leave

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

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

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes (<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on unpaid parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	14
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	81-90%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.1.g.1: How long is the qualifying period?	12
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary 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	
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on unpaid parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	3
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	80-90%
1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.2.g.1: How long is the qualifying period?	12
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary 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.

The below benefits refer to our IAG Australian employees only:

IAG offers 14 weeks' Paid Parental Leave (or 28 weeks at half pay) to employees and eligible casuals who have 12 months of continuous service. This leave is offered to the primary carer of the child, and covers children being born to employees, including via surrogacy, as well as adoption.

Employees who take parental leave as the primary carer can also receive a Welcome Back Payment equivalent to 6 weeks' pay, calculated in accordance with the employee's salary as at the date they commenced parental leave. In addition, IAG provides unpaid special maternity leave (which may be combined with paid sick leave) to support employees suffering from a maternity related illness or in the event of a stillbirth.

The IAG Enterprise Agreement 2020, provides additional measures of support for parents including the provision of superannuation for the unpaid portion of the employees first 12 months of parental leave, and Special Parental Leave in the case of stillbirth.

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

...Employer subsidised childcare	No (<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	In January 2022, we launched a new digital platform to support parents and caregivers called Circle In. One of the features is a childcare search site to enable our people to find care near them.
...On-site childcare	No (<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Rather than providing on-site childcare, we provide the childcare search functionality from the Circle In platform as noted above.
...Breastfeeding facilities	Yes (<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Childcare referral services	Yes (<i>Please indicate the availability of this support mechanism.</i>)

...Yes	Available at ALL worksites
...Internal support networks for parents	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...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	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Coaching for employees on returning to work from paid parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	At this stage we do not offer individual coaching however we do have the Circle In and Thrive platforms to provide relevant support and information
...Parenting workshops targeting mothers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting fathers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...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.

In January 2022, IAG launched a new digital platform to support parents and caregivers called Circle In. The Circle In platform supports employees and their managers at every caregiving stage, from caring for the elderly, or planning a baby through to the teenage years, providing caregivers with personalised resources when and where they're most needed.

We continue to explore further ways to support carers through our Circle In partnership, our Families Employee Network group and our broader benefits and communications.

Sex-based harassment and discrimination

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

Yes (Select all that apply)

...Yes

Policy

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

Yes

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

...All managers

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

...Yes

At induction
At least annually

...All employees

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

...Yes

At induction
At least annually

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

IAG is currently re-developing its policy on sex-based harassment and discrimination, with expectation that it will be published in FY23.

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	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	10
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided?	10
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...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.

Each case is managed on a case by case scenario. Additional leave options are at the manager's discretion and can include ex-gratia (5 days - more with EGM approval) or leave without pay.

#Diversity and inclusion

Voluntary section

1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes (*Select all that is covered.*)

...Yes

Aboriginal and/or Torres Strait Islander identity
Cultural and/or language and/or race/ethnicity background
Disability and/or accessibility
Sexual orientation
Gender identity
Age

2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes

...If this data can be shared and is not confidential, please complete the below table:

3: Do you currently collect data on any of the following dimensions of employees' identities?

Cultural and/or language and/or race/ethnicity background
Disability
Sexual orientation
Gender identity