

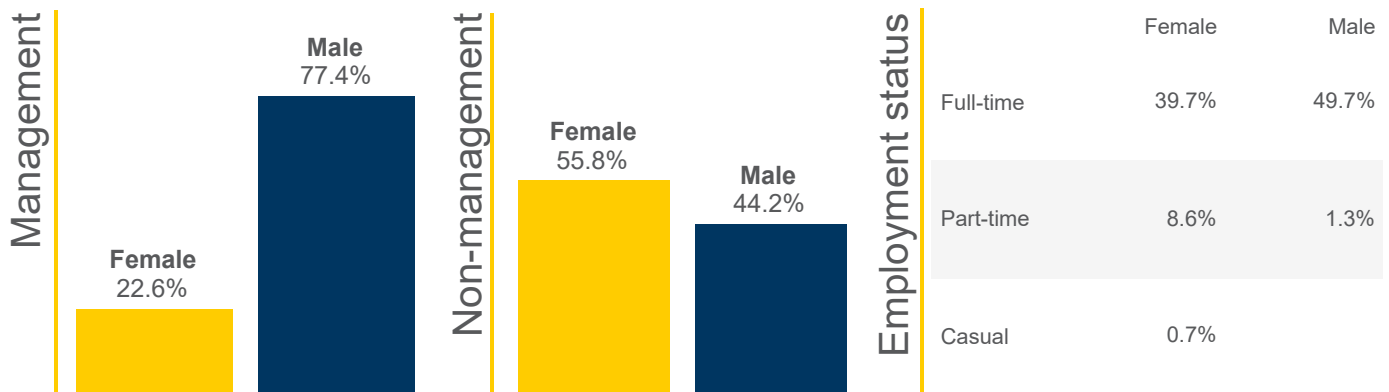
# INSIGHTS at a glance

AVJennings Holdings Limited - 2021-22  
151 employees

This report summarises your organisation's responses to the 2021 - 2022 Compliance Reporting program. It demonstrates how your organisation is tracking.



## Workforce composition



## Employee growth and promotion

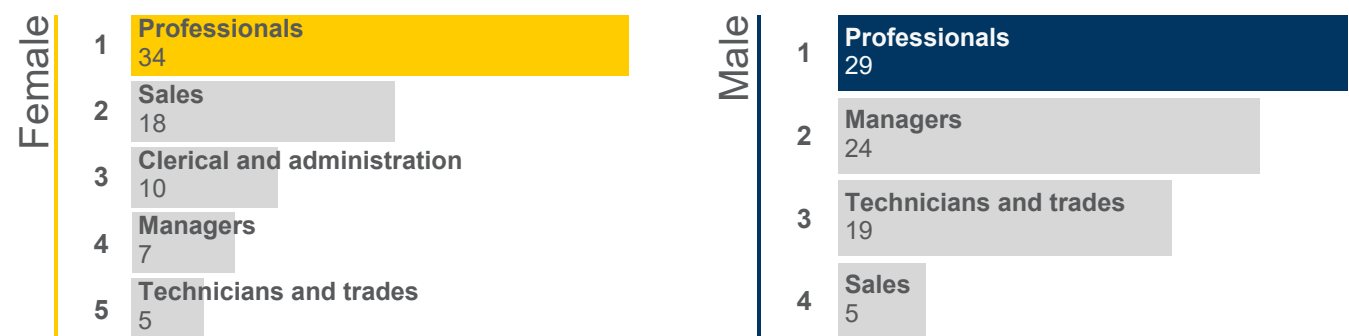


AVJennings Holdings Limited reported an overall growth in employee numbers for the reporting period.

|           |                     |    |   |                   |    |   |                       |    |   |
|-----------|---------------------|----|---|-------------------|----|---|-----------------------|----|---|
| Growth    | Female managers     | »» | 0 | Male managers     | »» | 3 | Gender X managers     | »» | 0 |
|           | Female non-managers | »» | 1 | Male non-managers | »» | 2 | Gender X non-managers | »» | 0 |
| Promotion | Female managers     |    | 1 | Male managers     |    | 1 | Gender X managers     |    | 0 |
|           | Female non-managers |    | 5 | Male non-managers |    | 5 | Gender X non-managers |    | 0 |



## Top occupations by gender



Note: employee growth is external appointments minus resignations

Workplace Gender Equality Agency CEO Submission Summary

# QUESTIONNAIRE overview

AVJennings Holdings Limited - 2021-22  
151 employees

This section summarises your responses to the 'yes/no' questions in the questionnaire.



## Workplace overview

**Yes**

formal policy and/or strategy in place to support gender equality overall

**Yes**

formal policy or strategy in key performance indicators for managers relating to gender equality

**Yes**

formal policy or strategy in recruitment

**Yes**

formal policy or strategy in promotions



## Action on gender equity

**Yes**

specific pay equity objectives included in your formal policy and/or formal strategy

**Yes**

formal policy and/or strategy on remuneration generally

**Yes**

analysis of payroll to determine if there are any remuneration gaps between women and men



## Employee support

**Yes**

formal policy and/or strategy to support employees experiencing family or domestic violence

**Yes**

provision of employer funded paid parental leave, regardless of carer's status and in addition to any government funded parental leave scheme

**Yes**

formal policy and/or strategy on sex-based harassment and discrimination prevention



## Flexible work

**Yes**

formal policy and/or strategy on flexible working arrangements



## Governing body

**Yes**

governing body for this organisation

**Yes**

formal selection policy and/or strategy for governing body members

**No**

target set to increase representation of women on the governing body\*

\* Some companies may not have a target for Board composition if the Board is currently gender balanced

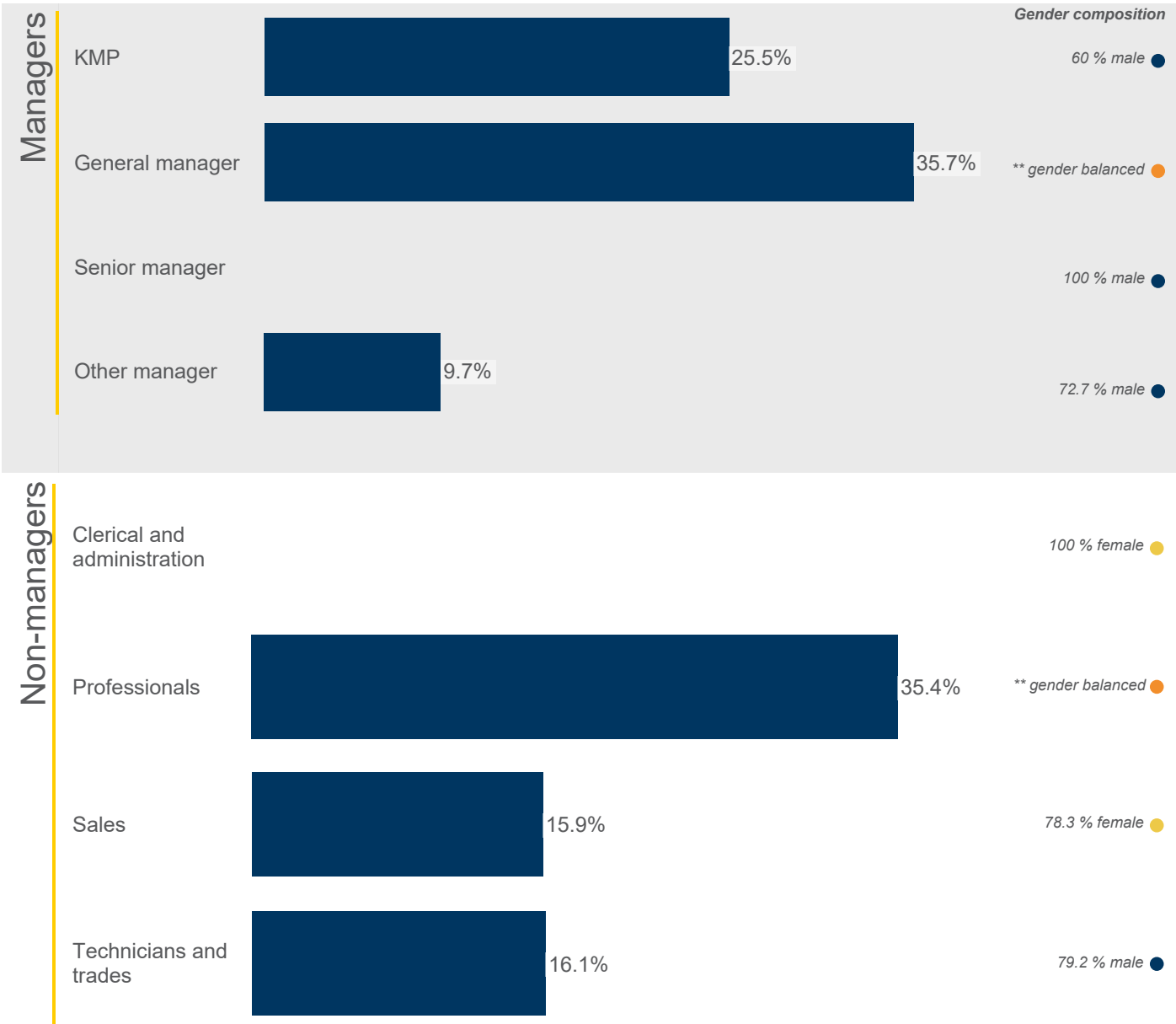
# CONFIDENTIAL workplace profile

AVJennings Holdings Limited - 2021-22  
151 employees

This section uses the salary and remuneration data provided in your workplace profile to calculate your gender pay gaps. Percentages greater than 0% represent a pay gap in favour of men.

## Gender pay gap

Organisation-wide gender pay gap for total remuneration: **35.6%\***.  
Pay gap favours men



\* The gender pay gap excludes voluntary salary data submitted for your CEO, Head of Business(es), and KMP/HOBs. It also excludes employees who did not receive any payment during the reporting period. Gender X is excluded while the Agency establishes the baseline levels for this new data point.

\*\* Gender balanced occupational groups is when no gender exceeds 60% of the headcount for the occupational group



## 2021 - 22 Compliance Program

Submitted by:

**Avjennings Holdings Limited  
(ABN:84004287003)**

**Avjennings Limited (ABN:44004327771)**

Date: 2022-06-01

# #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                                    | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Policy  |
| ...Promotions  | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Policy  |
| ...Talent identification/identification of high potentials             | No( <i>Select all that apply</i> )  |
| ...No  | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Currently under development   | 30-Sep-2022   |
| ...Other (please provide)  |   |
| ...Succession planning   | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Strategy  |
| ...Training and development  | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Strategy  |
| ...Key performance indicators for managers relating to gender equality | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Strategy  |

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

|                                     |
|-------------------------------------|
| Yes( <i>Select all that apply</i> ) |
| ...Yes                              |
| Strategy                            |

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

| Other( <i>Please provide details</i> ) |  |
|--|--|
| ...Other                               | As at the date of this reporting period, we have not set targets, but we are actioning gender pay gaps, identification of women for leadership positions and flexible working arrangements and parental leave is accessible for all employees (equally). |

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

We recognise that a talented and diverse workforce is a key competitive advantage. We are continually assessing the effectiveness of our policies and strategies to retain and attract the best people, leveraging their diverse backgrounds, experience and perspectives to provide improved services for our customers and return for our shareholders.

## Governing bodies

### *Avjennings Holdings 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?   | AVJennings Limited  |
| 1.2: What type of governing body does this organisation have?   | Board of directors  |
| 1.3: How many members are on the governing body and who holds the predominant Chair position?                               |   |
| ...Chairs   |   |
| ...Female   | 0   |
| ...Male   | 1   |
| ...Non-binary   | 0   |
| ...Members  |   |
| ...Female   | 1   |
| ...Male   | 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? | Yes( <i>Select all that apply</i> )   |
|   | Strategy  |
| 1.5: Has a target been set to increase the representation of women on this governing body?                                  | No( <i>Select all that apply</i> )  |
|   | Do not have control over governing body/appointments  |
|   | Majority shareholder who fills a number of director positions, Australian based NEDs currently 1 female, 2 males. |
| 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)   |
|   | Majority shareholder who fills a number of  |

|   |  |
|---|--|
|   | director positions, Australian based NEDs currently 1 female, 2 males. |
| 1.1.a.3: How many members are on the governing body and who holds the predominant Chair position? |  |

*Avjennings Limited*

|   |  |
|---|--|
| 1: Does this organisation have a governing body?  | No   |
| 1.3: How many members are on the governing body and who holds the predominant Chair position?     |  |
| ...Chairs   |  |
| ...Female   |  |
| ...Male   |  |
| ...Non-binary   |  |
| ...Members  |  |
| ...Female   |  |
| ...Male   |  |
| ...Non-binary   |  |
| 1.1: Is the governing body the same as the local or overseas ultimate parent?                     | Local ultimate parent organisation               |
| 1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:                   | It is reported as part of this submission group. |
| 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.

# #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

Strategy

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

Yes(*Select all that apply*)

...Yes

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

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?

No

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?

Identified cause/s of the gaps  
Corrected like-for-like gaps  
Reported pay equity metrics (including gender pay gaps) to the executive

.. Yes

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.

### Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

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

|                                     |        |
|-------------------------------------|--------|
| 1.1: How did you consult employees? | Survey |
|-------------------------------------|--------|

|                           |           |
|---------------------------|-----------|
| 1.2: Who did you consult? | ALL staff |
|---------------------------|-----------|

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?

6-Sep-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? | 6-Sep-2021 |
|--|------------|

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

Yes

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

# #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  |
| ...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                                     | Yes   |
| ...Targets have been set for men's engagement in flexible work                               | Yes   |
| ...Leaders are held accountable for improving workplace flexibility                          | Yes   |
| ...Manager training on flexible working is provided throughout the organisation              | No( <i>Select all that apply</i> )                |
| ...No  | Other (provide details)                           |
| ...Currently under development   |   |
| ...Other (provide details)   | Training currently provided through 1:1 coaching. |
| ...Employee training is provided throughout the organisation                                 | No( <i>Select all that apply</i> )                |
| ...No  | Other (provide details)                           |
| ...Other (provide details)   | Training currently provided through 1:1 coaching. |
| ...Team-based training is provided throughout the organisation                               | No( <i>Select all that apply</i> )                |
| ...No  | Other (provide details)                           |
| ...Other (provide details)   | Training currently provided through 1:1 coaching. |
| ...Employees are surveyed on whether they have sufficient flexibility                        | Yes   |
| ...The organisation's approach to flexibility is integrated into client conversations        | Yes   |
|  |   |

|   |     |
|---|-----|
| ...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<br>Informal options are available                        |
| ...Compressed working weeks               | No( <i>You may specify why the above option is not available to your employees.</i> ) |
| ...No                                     | Not aware of the need   |
| ...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  |
| ...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  |
| ...Part-time work                         | Yes( <i>Select one option only</i> )  |
| ...Yes                                    | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men         | Formal options are available  |
| ...Job sharing                            | Yes( <i>Select one option only</i> )  |
| ...Yes                                    | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men         | Formal options are available  |
| ...Carer's leave                          | Yes( <i>Select one option only</i> )  |
| ...Yes                                    | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men         | Formal options are available  |
| ...Purchased leave                        | No( <i>You may specify why the above option is not available to your employees.</i> ) |
| ...No                                     | Not aware of the need   |
| ...Unpaid leave                           | Yes( <i>Select one option only</i> )  |

|                                   |  |
|-----------------------------------|--|
| ...Yes                            | SAME options for women and men( <i>Select all that apply</i> ) |
| ...SAME options for women and men | Formal options are available                                   |

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

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?

Yes, for both women and men

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

Training for all employees on how to work with flexible and remote/hybrid teams

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.

The following principles for our flexible working arrangements are:

- In order to facilitate and plan for face-to-face meetings involving multiple disciplines across the business, we have nominated days in the office each week. These days are generally Monday, Tuesday, and Thursday. The other two days are flexible which means they could be in the office, working from sales/site office or from home. Your manager will discuss and plan these days with you which will also cover planning days for our part-timers.
- Work from office means that we plan to work from that location for the full day. If you are visiting or working from another workplace location on one of the nominated days, this will need to be pre-arranged with your manager.
- Our existing start and finish time options continue. Noting the first point above, meetings will be scheduled where possible between 9.00am to 4.00pm Sydney time.
- Being together enables us to build camaraderie, put development and training programs in place, and enable faster decision making and collaboration among other things.

# #Employee support

## Paid parental leave

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

Yes, we offer employer funded parental leave that is gender equal (without using the primary/secondary carer definition)

|   |  |
|---|--|
| 1.1: Please indicate whether your employer-funded paid parental leave is available to:  | All, regardless of gender              |
| 1.2: Please indicate whether your employer-funded paid parental leave covers:   | Birth<br>Adoption<br>Stillbirth        |
| 1.3: How do you pay employer funded paid parental leave?  | Paying the employee's full salary      |
| 1.4: Do you pay superannuation contribution to your carers while they are on parental leave?  | Yes, on employer funded parental leave |
| 1.5: How many weeks (minimum) of employer funded paid parental leave is provided?   | 6                                      |
| 1.6: What proportion of your total workforce has access to employer funded paid parental leave, including casuals?  | 91-100%                                |
| 1.7: Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | Yes                                    |
| 1.7.1: How long is the qualifying period?   | 12                                     |
| 1.8: Do you require carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | No                                     |

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.

## 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 |
|--------|--------|

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   | Not aware of the need  |
| ...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)  | Not available due to different types of workplaces.  |
| ...Breastfeeding facilities   | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at SOME worksites  |
| ...Childcare referral services  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...Internal support networks for parents  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...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            | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Other (provide details)  |
| ...Other (provide details)  | Support available through Employee Assistance Program (EAP)                                      |
| ...Referral services to support employees with family and/or caring responsibilities          | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Other (provide details)  |
| ...Other (provide details)  | Support available through Employee Assistance Program (EAP)                                      |
| ...Targeted communication mechanisms (e.g. intranet/forums)                                   | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at ALL worksites   |
| ...Support in securing school holiday care  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...Coaching for employees on returning to work from paid parental leave                       | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at ALL worksites   |
|   | No( <i>You may specify why the above support</i>   |

|  |   |
|--|---|
| ...Parenting workshops targeting mothers | <i>mechanism is not available to your employees.)</i>   |
| ...No                                    | Not aware of the need   |
| ...Parenting workshops targeting fathers | <i>No( You may specify why the above support mechanism is not available to your employees.)</i> |
| ...No                                    | Not aware of the need   |
| ...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.

The AVJ Wellness Hub provides all employees with an array of wellness resources and information, with the aim to promote both physical and mental health and a core focus on positive wellbeing. Employees also have access to numerous corporate benefits through the hub, including resources from our EAP provider, MLC superannuation fund (staff superannuation fund) and HSBC.

## 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<br>At least annually   |
| ...All employees | Yes(Please indicate how often is this training provided (select all that apply):) |
| ...Yes           | At induction<br>At least annually   |

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

## 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                                 | No( <i>Select all that apply</i> )  |
| ...No  | Other (provide details)   |
| ...Other (provide details)   | All employees on individual employment agreements. Company policies linked to employment agreement. |
| ...Workplace safety planning   | Yes   |
| ...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)                         | No( <i>Select all that apply</i> )  |
| ...No  | Other (provide details)   |
| ...Other (provide details)   | All employees on individual employment agreements. Company policies linked to employment agreement. |
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)                       | No( <i>Select all that apply</i> )  |
| ...No  | Other (provide details)   |
| ...Other (provide details)   | All employees on individual employment agreements. Company policies linked to employment agreement. |
| ...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> )  |
| ...Yes   | Yes   |
| ...Confidentiality of matters disclosed  | Yes   |
| ...Referral of employees to appropriate domestic violence support services for expert advice                       | Yes   |
| ...Protection from any adverse action or discrimination based on the disclosure of domestic violence               | Yes   |



|  |     |
|--|-----|
| ...Flexible working arrangements   | Yes |
| ...Provision of financial support (e.g. advance bonus payment or advanced pay) | Yes |
| ...Offer change of office location   | Yes |
| ...Emergency accommodation assistance  | Yes |
| ...Access to medical services (e.g. doctor or nurse)                           | Yes |
| ...Other (provide details)   | No  |

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

AVJennings recognises that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. We are committed to providing support to employees that experience family and domestic violence. All employees (including casuals) can access paid and unpaid leave where they are experiencing family and domestic violence. If employees have any questions about this leave or need to apply for leave, they can directly contact the GM HR and/or CEO to discuss. All personal information provided is kept confidential.

# #Diversity and inclusion

## Voluntary section

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

No

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

No

...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

Gender identity

# Workplace Profile Table

Industry: Building Construction

| Occupational category*              | Employment status   | No. of employees |    | Number of apprentices and graduates (combined) |   | Total employees** |
|-------------------------------------|---------------------|------------------|----|--|---|-------------------|
|                                     |                     | F                | M  | F  | M |                   |
| Managers                            | Full-time permanent | 7                | 24 | 0  | 0 | 31                |
| Professionals                       | Full-time permanent | 25               | 26 | 0  | 0 | 51                |
|                                     | Full-time contract  | 1                | 1  | 0  | 0 | 2                 |
|                                     | Part-time permanent | 8                | 1  | 0  | 0 | 9                 |
|                                     | Part-time contract  | 0                | 1  | 0  | 0 | 1                 |
| Technicians And Trades Workers      | Full-time permanent | 5                | 19 | 0  | 0 | 24                |
| Clerical And Administrative Workers | Full-time permanent | 6                | 0  | 0  | 0 | 6                 |
|                                     | Part-time permanent | 3                | 0  | 0  | 0 | 3                 |
|                                     | Casual              | 1                | 0  | 0  | 0 | 1                 |
| Sales Workers                       | Full-time permanent | 16               | 5  | 0  | 0 | 21                |
|                                     | Part-time permanent | 2                | 0  | 0  | 0 | 2                 |

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Gender X

# Workplace Profile Table

Industry: Building Construction

| Manager category | Level to CEO | Employment status   | No. of employees |   |        |
|------------------|--------------|---------------------|------------------|---|--------|
|                  |              |                     | F                | M | Total* |
| CEO              | 0            | Full-time permanent | 0                | 1 | 1      |
| KMP              | -1           | Full-time permanent | 2                | 3 | 5      |
| HOB              | -2           | Full-time permanent | 1                | 3 | 4      |
|                  | -3           | Full-time permanent | 0                | 1 | 1      |
| GM               | -1           | Full-time permanent | 1                | 0 | 1      |
|                  | -2           | Full-time permanent | 0                | 1 | 1      |
| SM               | -2           | Full-time permanent | 0                | 6 | 6      |
|                  | -3           | Full-time permanent | 0                | 1 | 1      |
| OM               | -3           | Full-time permanent | 3                | 6 | 9      |
|                  | -4           | Full-time permanent | 0                | 2 | 2      |

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Building Construction

| Occupational category*              | Employment status   | No. of employees |    | Number of apprentices and graduates (combined) |   | Total employees** |
|-------------------------------------|---------------------|------------------|----|--|---|-------------------|
|                                     |                     | F                | M  | F  | M |                   |
| Managers                            | Full-time permanent | 7                | 24 | 0  | 0 | 31                |
| Professionals                       | Full-time permanent | 25               | 26 | 0  | 0 | 51                |
|                                     | Full-time contract  | 1                | 1  | 0  | 0 | 2                 |
|                                     | Part-time permanent | 8                | 1  | 0  | 0 | 9                 |
|                                     | Part-time contract  | 0                | 1  | 0  | 0 | 1                 |
| Technicians And Trades Workers      | Full-time permanent | 5                | 19 | 0  | 0 | 24                |
| Clerical And Administrative Workers | Full-time permanent | 6                | 0  | 0  | 0 | 6                 |
|                                     | Part-time permanent | 3                | 0  | 0  | 0 | 3                 |
|                                     | Casual              | 1                | 0  | 0  | 0 | 1                 |
| Sales Workers                       | Full-time permanent | 16               | 5  | 0  | 0 | 21                |
|                                     | Part-time permanent | 2                | 0  | 0  | 0 | 2                 |

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Gender X

# Workplace Profile Table

Industry: Building Construction

| Manager category | Level to CEO | Employment status   | No. of employees |   |        |
|------------------|--------------|---------------------|------------------|---|--------|
|                  |              |                     | F                | M | Total* |
| CEO              | 0            | Full-time permanent | 0                | 1 | 1      |
| KMP              | -1           | Full-time permanent | 2                | 3 | 5      |
| HOB              | -2           | Full-time permanent | 1                | 3 | 4      |
|                  | -3           | Full-time permanent | 0                | 1 | 1      |
| GM               | -1           | Full-time permanent | 1                | 0 | 1      |
|                  | -2           | Full-time permanent | 0                | 1 | 1      |
| SM               | -2           | Full-time permanent | 0                | 6 | 6      |
|                  | -3           | Full-time permanent | 0                | 1 | 1      |
| OM               | -3           | Full-time permanent | 3                | 6 | 9      |
|                  | -4           | Full-time permanent | 0                | 2 | 2      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Building Construction

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 1. How many employees were promoted?  | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 1    | 2      |
|   |               |                     | Non-managers        | 5      | 5    | 10     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 1    | 2      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 1      | 2    | 3      |
|   |               |                     | Managers            | 0      | 3    | 3      |
|   |               |                     | Non-managers        | 6      | 13   | 19     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 1    | 1      |
|   |               |                     | Non-managers        | 3      | 0    | 3      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Building Construction

| Question   | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|--|---------------|---------------------|---------------------|--------|------|--------|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 1      | 3    | 4      |
|  |               |                     | Non-managers        | 6      | 10   | 16     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 4      | 1    | 5      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?        | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 4      | 0    | 4      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?      | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 1    | 1      |
|  |               |                     | Non-managers        | 0      | 3    | 3      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X



# Workforce Management Statistics Table

Industry: Building Construction

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Building Construction

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 1. How many employees were promoted?  | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 1    | 2      |
|   |               |                     | Non-managers        | 5      | 5    | 10     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 1    | 2      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 1      | 2    | 3      |
|   |               |                     | Managers            | 0      | 3    | 3      |
|   |               |                     | Non-managers        | 6      | 13   | 19     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 1    | 1      |
|   |               |                     | Non-managers        | 3      | 0    | 3      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Building Construction

| Question   | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|--|---------------|---------------------|---------------------|--------|------|--------|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 1      | 3    | 4      |
|  |               |                     | Non-managers        | 6      | 10   | 16     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 4      | 1    | 5      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?        | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 4      | 0    | 4      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?      | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 1    | 1      |
|  |               |                     | Non-managers        | 0      | 3    | 3      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Building Construction

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X