

# Public report

2019-20

Submitted by

Legal Name:  
**AGL Energy Limited**



## Organisation and contact details

<b>Submitting organisation details</b>	<b>Legal name</b>	AGL Energy Limited
	<b>ABN</b>	74115061375
	<b>ANZSIC</b>	D Electricity, Gas, Water and Waste Services 2630 Electricity Distribution
	<b>Business/trading name/s</b>	AGL Energy
	<b>ASX code (if applicable)</b>	AGL
	<b>Postal address</b>	Locked Bag 3013 Australia Square NSW 1215 AUSTRALIA
	<b>Organisation phone number</b>	0488203876
<b>Reporting structure</b>	<b>Ultimate parent</b>	AGL Energy Limited
	<b>Number of employees covered by this report</b>	4,128

## All organisations covered by this report

<b>Legal name</b>	<b>Business/trading name/s</b>
AGL Energy Limited	AGL Energy
AGL Macquarie Pty Limited	AGL Macquarie Pty Limited
Perth Energy Pty Ltd	
Perth Energy Holdings Pty. Ltd.	
AGL Loy Yang Pty Ltd	
AGL Torrens Island Pty Limited	
Southern Phone Company Limited	
WA Power Exchange Pty Ltd	

# Workplace profile

## Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
CEO/Head of Business in Australia	0	Full-time permanent	0	1	1
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Key management personnel	-1	Full-time permanent	1	4	5
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers	-1	Full-time permanent	2	3	5
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Senior Managers	-2	Full-time permanent	21	17	38
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	1	3	4
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers	-2	Full-time permanent	1	11	12
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
	-3	Full-time permanent	59	84	143
		Full-time contract	1	2	3
		Part-time permanent	14	0	14
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	85	147	232
		Full-time contract	4	5	9
		Part-time permanent	14	0	14
		Part-time contract	2	1	3
		Casual	0	0	0
	-5	Full-time permanent	24	86	110
		Full-time contract	0	2	2
		Part-time permanent	1	0	1
		Part-time contract	0	1	1
		Casual	0	0	0
	-6	Full-time permanent	1	2	3
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			231	369	600

# Workplace profile

## Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Professionals	Full-time permanent	452	932	0	2	0	0	1,386
	Full-time contract	25	53	0	0	0	0	78
	Part-time permanent	78	4	0	0	0	0	82
	Part-time contract	7	1	0	0	0	0	8
	Casual	0	0	0	0	0	0	0
Technicians and trade	Full-time permanent	25	359	0	0	0	0	384
	Full-time contract	2	8	11	65	0	0	86
	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	1	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Clerical and administrative	Full-time permanent	166	103	0	0	0	0	269
	Full-time contract	17	5	0	0	0	0	22
	Part-time permanent	27	4	0	0	0	0	31
	Part-time contract	5	0	0	0	0	0	5
	Casual	0	0	0	0	0	0	0
Sales	Full-time permanent	277	261	0	0	0	0	538
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	68	12	0	0	0	0	80
	Part-time contract	0	1	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	17	533	0	0	0	0	550
	Full-time contract	0	0	0	0	0	0	0
	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

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Labourers	Full-time permanent	0	4	0	0	0	0	4
	Full-time contract	0	0	0	0	0	0	0
	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
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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		1,168	2,282	11	67	0	0	3,528

# Reporting questionnaire

## Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

**NB. IMPORTANT:**

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.

**1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?**

**1.1 Recruitment**

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

**1.2 Retention**

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

**1.3 Performance management processes**

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority



#### 1.4 Promotions

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

#### 1.5 Talent identification/identification of high potentials

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

#### 1.6 Succession planning

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

#### 1.7 Training and development

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

#### 1.8 Key performance indicators for managers relating to gender equality

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

#### 1.9 Gender equality overall

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

**1.10 How many employees were promoted during the reporting period against each category below?**

**IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.**

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	4	9	8
Permanent/ongoing part-time employees	2	0	1	0
Fixed-term contract full-time employees	0	0	1	1
Fixed-term contract part-time employees	0	0	1	1
Casual employees	0	0	0	0

**1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?**

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	44	71
Number of appointments made to NON-MANAGER roles (including promotions)	216	288

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

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	18	23	111	177
Permanent/ongoing part-time employees	5	0	13	9
Fixed-term contract full-time employees	1	1	15	20
Fixed-term contract part-time employees	1	3	1	1
Casual employees	0	0	0	0

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

Our people and performance committee sit twice (June and November) a year with the Board to discuss our gender diversity targets for the previous and upcoming financial year. The FY20 target for gender composition of the workforce was set to 34% representation of female in the workplace by June 2020. Our current female representation across AGL including our Group Operations site at the date of submission is at 33%. The people and performance committee paper is proposed to the board quarterly outlining the FY20 gender diversity results against the targets set, along with the considerations that need to be taken into place before a decision is made on future set targets, existing initiatives that will help AGL achieve the targets, and finally recommendations proposed for FY21 targets.

## Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as “the board of directors, trustees, committee of management, council or other governing authority of the employer”. This question relates to the highest governing body for your Australian entity, even if it is located overseas.

2.1 Please answer the following questions relating to each governing body covered in this report.

Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation’s governing body is the same as your parent entity’s, you will need to add your organisation’s name BUT the numerical details of your parent entity’s governing body.

2.1a.1 Organisation name?

AGL Energy

2.1b.1 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?

	Female	Male
Number	0	1

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	3	4

2.1d.1 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
  - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Do not have control over governing body/board appointments (provide details why):
  - Not a priority
  - Other (provide details):

2.1e.1 What is the percentage (%) target?

40

2.1f.1 What year is the target to be reached?

2020

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

- Yes
- No

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

- Yes (select all applicable answers)

- Policy
- Strategy
- No (you may specify why no formal selection policy or formal selection strategy is in place)
  - In place for some governing bodies
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Do not have control over governing body appointments (provide details why)
  - Not a priority
  - Other (provide details):

**2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an “incorporated” entity - Pty Ltd, Ltd or Inc; or an “unincorporated” entity)?**

- Yes
- No

**2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.**

AGL's Diversity and Inclusion Council is chaired by AGL's CEO, Brett Redman. The Council sponsors and monitors AGL's values and actions under the Diversity and Inclusion Strategy. The council is made up of representatives (in senior positions) from across our business, who are passionate about championing diversity initiatives, programs and policies.

AGL introduced the Business Delegate Program in late 2018 for senior leaders to join the Enterprise Leadership Team for 12 months as part of an on-the-job development opportunity. In 2019 this program was trialled with our first candidate being a female leader from our Data and Analytics team. Implementation of our program allowed AGL to set goals to drive toward 50% female representation in our Executive Leadership Team.

An Executive Sponsor for our AGL Equality network has been appointed, reflecting AGL's commitment to supporting gender equality in the workplace. The role of the Executive Sponsor is to champion our gender equality targets and lead these initiatives within the business.

As a result of the programs, committees and initiatives, to date, we have 3 females and 4 males on the Board, excluding our CEO/Managing Director.

AGL scored in the top three companies in the ASX200 for gender diversity, according to a report from Citi Research.

The CEO, Brett Redman, is now apart of the Male Champions of Change, which is a coalition of CEOs, Secretaries of government departments, Non-Executive Directors and community leaders who believe gender equality is one of the nation's most significant societal and economic issues. Brett decided to join the coalition, after an increased commitment to champion gender equality in the organisation, and learn from other leaders to implement new strategies, and achieve our gender diversity targets yearly.

## Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

**3. Do you have a formal policy and/or formal strategy on remuneration generally?**

- Yes (select all applicable answers)
  - Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Salaries set by awards/industrial or workplace agreements
  - Non-award employees paid market rate
  - Not a priority
  - Other (provide details):

**3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?**

- Yes (provide details in question 3.2 below)  
 No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
- Currently under development, please enter date this is due to be completed
  - Salaries set by awards/industrial or workplace agreements
  - Insufficient resources/expertise
  - Non-award employees paid market rate
  - Not a priority
  - Other (provide details):

**3.2 Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?**

- 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 pay reviews)  
 To be transparent about pay scales and/or salary bands  
 To ensure managers are held accountable for pay equity outcomes  
 To implement and/or maintain a transparent and rigorous performance assessment process  
 Other (provide details):  
 We provide training to all AGL leaders involved in remuneration decisions to increase their understanding of gender equity and how it relates to remuneration and how our remuneration management processes empower leaders to make equitable decisions. The training is a one hour module with an assessment component.

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

- Yes - the most recent gender remuneration gap analysis was undertaken:
- Within last 12 months
  - Within last 1-2 years
  - More than 2 years ago but less than 4 years ago
  - Other (provide details):
- No (you may specify why you have not analysed your payroll for gender remuneration gaps)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
  - 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)
  - Non-award employees paid market rate
  - Not a priority
  - Other (provide details):

**4.01 You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).**

In addition to our commitment to reporting gender pay to the Workplace Gender Equality Agency, AGL has a long-term commitment to gender pay equity through periodic, comprehensive analysis of the remuneration of our employees. We review gender pay equity twice a year, before and after the annual remuneration review for employees on Total Fixed Remuneration (TFR) contract arrangements. Employees under Enterprise Bargaining Agreements (EBA) have their pay determined by their respective agreements. EBAs ensure that people at the same work level are paid the same amount. The main methodology utilised for gender pay compares incumbents in like-for-like roles, which allows us to continue to address gender pay equity in a targeted way. This approach ensures that we do not have any pay gaps which cannot be explained by factors such as performance, tenure in role or location.

Our most recent pay gap analysis was based on 30 Sept 2019 data and resulted in an average TFR gap of 0.1% in favour of males across like-for-like roles. This gap was corrected as at 1 January 2020 by increasing the TFR of some of our female employees in roles where a gap, which could not be explained, was present.

We are currently undertaking our second round of analysis for FY20 and will be adopting the same approach to addressing any gender pay gaps observed.

#### 4.1 Did you take any actions as a result of your gender remuneration gap analysis?

- Yes – indicate what actions were taken (select all applicable answers)
- Created a pay equity strategy or action plan
  - Identified cause/s of the gaps
  - Reviewed remuneration decision-making processes
  - Analysed commencement salaries by gender to ensure there are no pay gaps
  - Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
  - Analysed performance pay to ensure there is no gender bias (including unconscious bias)
  - Trained people-managers in addressing gender bias (including unconscious bias)
  - Set targets to reduce any organisation-wide gaps
  - Reported pay equity metrics (including gender pay gaps) to the governing body
  - Reported pay equity metrics (including gender pay gaps) to the executive
  - Reported pay equity metrics (including gender pay gaps) to all employees
  - Reported pay equity metrics (including gender pay gaps) externally
  - Corrected like-for-like gaps
  - Conducted a gender-based job evaluation process
  - Implemented other changes (provide details):
- No (you may specify why no actions were taken resulting from your remuneration gap analysis)
- No unexplainable or unjustifiable gaps identified
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Salaries set by awards/industrial or workplace agreements
  - Non-award employees are paid market rate
  - Unable to address cause/s of gaps (provide details why):
  - Not a priority
  - Other (provide details):

#### 4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

AGL is committed to achieving equal remuneration between men and women and has embedded gender pay equity analytics and reporting in our annual remuneration review system. Programs such as the Business Delegate Program and our partnership with the STEM Sisters Project are put in place to encourage more females in historically male dominated roles and fields; in turn driving towards equal remuneration in like for like roles. Our ongoing focus is improving the number of women entering our Senior Leadership Line, and women in leadership roles at our Group Operations sites. AGL's Performance and Development Review process is in line with our performance framework, regardless of gender, length of service or work patterns. Recently we celebrated our first female Group Operations Shift Leader at one of our operational sites, which set a new benchmark to keep excelling in our STEM initiatives, and in turn achieve our FY21 gender diversity targets. Our sites, Macquarie and Loy Yang have a commitment to have a 50/50 apprentice hiring for men and women. In FY20 there were 12 apprenticeship opportunities available for Loy Yang and Macquarie; 50% (6) of these opportunities were offered to females. Furthermore, to encourage more women in STEM related fields our P&C Business Partners are continuing to communicate opportunities and benefits at local government Career's Expos, school careers days, speaking at STEM events and work has begun to attract interest through implementing site tours at an earlier high school level to influence future subject elective choices within the STEM area.

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

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

**5. A “PRIMARY CARER” is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.**

**Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, 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, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY):
  - By paying the gap between the employee’s salary and the government’s paid parental leave scheme
  - By paying the employee’s full salary (in addition to the government’s paid scheme), regardless of the period of 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, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY):
  - By paying the gap between the employee’s salary and the government’s paid parental leave scheme
  - By paying the employee’s full salary (in addition to the government’s paid scheme), regardless of the period of 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, not available (you may specify why this leave is not provided)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Government scheme is sufficient
  - Not a priority
  - Other (provide details):

**5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:**

20

**5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.**

AGL reviewed its Parental Leave Policy in 2017 and as a result increased the provision of paid parental leave from 14 weeks to 20 weeks.  
AGL conducted an extensive review in 2019, that has led to include fostering, surrogacy and adoption in the Parental Leave Policy.

**5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?**

- **In your calculation, you MUST INCLUDE CASUALS when working out the proportion.**

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

**5.3 Please indicate whether your employer funded paid parental leave for primary carers covers:**

- Adoption

- Surrogacy
- Stillbirth

6. A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

- Yes
- No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)
- No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY
- No (you may specify why employer funded paid parental leave for secondary carers is not paid)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Government scheme is sufficient
  - Not a priority
  - Other (provide details):

6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:

10

6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

AGL provides two weeks' paid partner leave to full time and part time employees which is to be taken within six weeks of the date of birth or placement of the child. Paid partner leave may be taken on a flexible basis. This means, for example, that a full-time employee can take two days a week for five weeks.

6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?

- In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

6.3 Please indicate whether your employer funded paid parental leave for secondary carers covers:

- Adoption
- Surrogacy
- Stillbirth

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	22	12	1	14



**7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.**

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	132	42	14	85

**8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?**

- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	2	2

**8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?**

- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	4	0

**9. Do you have a formal policy and/or formal strategy on flexible working arrangements?**

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Don't offer flexible arrangements
  - Not a priority
  - Other (provide details):

**9.1 You may indicate which of the following are included in your flexible working arrangements strategy:**

- A business case for flexibility has been established and endorsed at the leadership level
- Leaders are visible role models of flexible working
- Flexible working is promoted throughout the organisation
- Targets have been set for engagement in flexible work
- Targets have been set for men's engagement in flexible work
- Leaders are held accountable for improving workplace flexibility
- Manager training on flexible working is provided throughout the organisation
- Employee training is provided throughout the organisation
- Team-based training is provided throughout the organisation
- Employees are surveyed on whether they have sufficient flexibility
- The organisation's approach to flexibility is integrated into client conversations
- The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)
- Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
- Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

**10. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Included in award/industrial or workplace agreement
  - Not a priority
  - Other (provide details):

**11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?**

- Yes
- No (you may specify why non-leave based measures are not in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority
  - Other (provide details):

**11.1 Please select what support mechanisms are in place and if they are available at all worksites.**

- **Where only one worksite exists, for example a head-office, select "Available at all worksites".**

- Employer subsidised childcare
  - Available at some worksites only
  - Available at all worksites
- On-site childcare
  - Available at some worksites only
  - Available at all worksites
- Breastfeeding facilities
  - Available at some worksites only
  - Available at all worksites
- Childcare referral services
  - Available at some worksites only
  - Available at all worksites
- Internal support networks for parents
  - Available at some worksites only
  - Available at all worksites
- Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
  - Available at some worksites only
  - Available at all worksites
- Information packs to support new parents and/or those with elder care responsibilities
  - Available at some worksites only
  - Available at all worksites
- Referral services to support employees with family and/or caring responsibilities
  - Available at some worksites only
  - Available at all worksites
- Targeted communication mechanisms, for example intranet/ forums
  - Available at some worksites only
  - Available at all worksites
- Support in securing school holiday care
  - Available at some worksites only
  - Available at all worksites
- Coaching for employees on returning to work from parental leave
  - Available at some worksites only
  - Available at all worksites
- Parenting workshops targeting mothers
  - Available at some worksites only
  - Available at all worksites
- Parenting workshops targeting fathers

- Available at some worksites only  
 Available at all worksites  
 None of the above, please complete question 11.2 below

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

- Yes (select all applicable answers)  
 Policy  
 Strategy  
 No (you may specify why no formal policy or formal strategy is in place)  
 Currently under development, please enter date this is due to be completed  
 Insufficient resources/expertise  
 Included in award/industrial or workplace agreements  
 Not aware of the need  
 Not a priority  
 Other (please provide details):

**13. Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?**

- Yes (select all applicable answers)  
 Employee assistance program (including access to a psychologist, chaplain or counsellor)  
 Training of key personnel  
 A domestic violence clause is in an enterprise agreement or workplace agreement  
 Workplace safety planning  
 Access to paid domestic violence leave (contained in an enterprise/workplace agreement)  
 Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)  
 Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)  
 Access to unpaid leave  
 Confidentiality of matters disclosed  
 Referral of employees to appropriate domestic violence support services for expert advice  
 Protection from any adverse action or discrimination based on the disclosure of domestic violence  
 Flexible working arrangements  
 Provision of financial support (e.g. advance bonus payment or advanced pay)  
 Offer change of office location  
 Emergency accommodation assistance  
 Access to medical services (e.g. doctor or nurse)  
 Other (provide details):  
  - Review and refresh of AGL's Family and Domestic Violence Support Policy in 2017 and creation of Personal Safety Plan guide, available to all employees.
  - Introduction of a specialised Family and Domestic Violence Helpline in late 2017 available to all employees
  - In early 2018, AGL rolled-out companywide training entitled, 'Safe Space – Understanding and responding to Family and Domestic Violence', with version for Leader and Employees. Training has been designed and delivered in conjunction with AGL's Employee Assistance Provider, Converge International and is available to all employees.
  - Access to 10 days of special paid leave to support people experiencing family and domestic violence, in addition to other leave provisions that include personal and compassionate leave.
  - Refreshed AGL's Family and Domestic Violence Resource Page on the intranet linking employees to the comprehensive services and support available
  - Flexible work arrangements and options to support employees experiencing family and domestic violence.
  - Employee Assistance Program, comprehensive support and specialised services available to all our employees. No (you may specify why no other support mechanisms are in place)  
 Currently under development, please enter date this is due to be completed  
 Insufficient resources/expertise  
 Not aware of the need  
 Not a priority  
 Other (provide details):

**14. Where any of the following options are available in your workplace, are those option/s available to both women AND men?**

- flexible hours of work

- **compressed working weeks**
- **time-in-lieu**
- **telecommuting**
- **part-time work**
- **job sharing**
- **carer's leave**
- **purchased leave**
- **unpaid leave.**

Options may be offered both formally and/or informally.

For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

- Yes, the option/s in place are available to both women and men.
- No, some/all options are not available to both women AND men.

**14.1 Which options from the list below are available? Please tick the related checkboxes.**

- **Unticked checkboxes mean this option is NOT available to your employees.**

	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Compressed working weeks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Time-in-lieu	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Telecommuting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Part-time work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job sharing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carer's leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Purchased leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unpaid leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**14.3 You may specify why any of the above options are NOT available to your employees.**

- Currently under development, please enter date this is due to be completed
- Insufficient resources/expertise
- Not a priority
- Other (provide details):

**14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:**

Our flexible working policies now stem as far as our operational sites who are required to keep the lights on. This is especially for fathers who would like more involvement in their family life or are a secondary carer. Opportunities such as condensing hours in to 4 days a week, to gain an extra day in the week with their family and children is now available to our onsite operations team. Working from home opportunities have also been made available to our operations staff on days where they are not needed on site. Our recent Diversity and Inclusion People Pulse survey showed the 98% of our employees surveyed are aware of at least one form of flexible work option available at AGL, while 74% indicated their flexible working needs are being met.

## Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

**15. Have you consulted with employees on issues concerning gender equality in your workplace?**

- Yes
- No (you may specify why you have not consulted with employees on gender equality)
- Not needed (provide details why):
  - Insufficient resources/expertise
  - Not a priority
  - Other (provide details):

**15.1 How did you consult with employees on issues concerning gender equality in your workplace?**

- Survey
- Consultative committee or group
- Focus groups
- Exit interviews
- Performance discussions
- Other (provide details):

**15.2 Who did you consult?**

- All staff
- Women only
- Men only
- Human resources managers
- Management
- Employee representative group(s)
- Diversity committee or equivalent
- Women and men who have resigned while on parental leave
- Other (provide details):

**15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.**

AGL Equality committee comprises with 22 members with smaller working groups at each site. Our committee champions initiatives such as our In-Conversation Events who feature female guest speakers from different parts of the business including our leaders on the board.

One of our highlights in the last 12 months has been our International Women's Day activations, where our theme was around 'unconscious bias', which involved in-conversation panels, women in senior leader positions, along with teaming with Australia Post, NAB, Telstra and Medibank to host a progressive panel at 5 different locations across Melbourne. It was a month-long celebration of International Women's Day which we managed to have our people involved at every location across Australia.

Twice a year our People and Performance Committee sit with our Board to discuss our progress on achieving our Gender Equality Targets, considerations, as well as recommendations on the new target for the following year. Initiatives are also outlined in this meeting, and new initiatives are suggested in order to ensure we continue to strive to a gender equal workplace.

## Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

**16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?**

- Yes (select all applicable answers)
- Policy
  - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise

- Included in award/industrial or workplace agreement
- Not a priority
- Other (provide details):

**16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?**

- Yes
- No (you may specify why a grievance process is not included)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority
  - Other (provide details):

**17. Do you provide training for all managers on sex-based harassment and discrimination prevention?**

- Yes - please indicate how often this training is provided:
  - At induction
  - At least annually
  - Every one-to-two years
  - Every three years or more
  - Varies across business units
  - Other (provide details):
- No (you may specify why this training is not provided)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority
  - Other (provide details):

**17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:**

AGL has a commitment to building a positive workplace and training our leaders and employees to champion this in their teams through Better Mental Health Training and our Connected Conversations programs. In September 2019 we introduced a Critical Mental Health Injury Response plan which will ensure that our employees and senior leaders respond to psychological incidents such as sex-based harassment and discrimination. Our Executive Sponsor for Mental Health and the wider business are continuing to encourage speaking up openly, via platforms of our action plans, EAPs and attending training sessions or workshops.

In a 2019 Diversity and Inclusion Survey, 89.7% of respondents strongly agreed that AGL has no tolerance to gender based harassment and sexual harassment along with 91.1% strongly agreed that AGL does not tolerate harassment of or discrimination towards LGBTI+ people is not tolerated. Furthermore, 70.8% of survey respondents believe our organisation will take appropriate action in response to incidents of discrimination, bullying or harassment.

## Other

**18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.**

**(As with all questions in this questionnaire, information you provide here will appear in your public report.)**

- In addition to the above initiatives and strategies we have adopted to ensure gender equality, AGL recently co-founded an external network with ANZ, called 'Rainbow Womxn'. AGL recognises already a large gap in female recognition but also recognises that there is a gap in intersectionality progression and recognition. AGL recognises; based on a panel held by 'Rainbow Womxn' on 'Where are the Rainbow Women?'; 29% of same sex attracted women believe it impacted their career progression. 'Rainbow Womxn' was created to build a presence in the workplace for these women and create a more inclusive space for women to be who they are, and still be leaders. The support group aims to help women across AGL and other organisations around Australia, to feel a sense of belonging and create networking events to encourage professional career growth. The growth of the network has reached over 60 members, across 14 industries, 39 organisations and 3 cities.



## Gender composition proportions in your workplace

### Important notes:

1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

### Based upon your workplace profile and reporting questionnaire responses:

#### Gender composition of workforce

1. the gender composition of your workforce overall is 34.2% females and 65.8% males.

#### Promotions

2. 51.7% of employees awarded promotions were women and 48.3% were men
  - i. 42.9% of all manager promotions were awarded to women
  - ii. 54.5% of all non-manager promotions were awarded to women.
3. 5.9% of your workforce was part-time and 17.2% of promotions were awarded to part-time employees.

#### Resignations

4. 41.4% of employees who resigned were women and 58.6% were men
  - i. 48.1% of all managers who resigned were women
  - ii. 40.3% of all non-managers who resigned were women.
5. 5.9% of your workforce was part-time and 8.3% of resignations were part-time employees.

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

- i. 3.6% of all women who utilised parental leave ceased employment before returning to work
- ii. 1.3% of all men who utilised parental leave ceased employment before returning to work
- iii. 50.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

## Notification and access

### List of employee organisations:

Australian Services Union, The Australian Workers Union, Construction Forestry Maritime Mining Energy Union, Electrical Trades Union Australia, Professionals Australia, Australian Manufacturing Workers' Union, Community and Public Sector Union, Australian Institute of Marine & Power Engineers, United Services Union, Communications Electrical Plumbing Union

## CEO sign off confirmation

Name of CEO or equivalent:

Brett Redman

CEO signature:



Confirmation CEO has signed the report:

Confirmed

Date:

03/06/2020



