



2015-16 public report form submitted by DuluxGroup (Australia) Pty Ltd to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	DuluxGroup (Australia) Pty Ltd 67000049427 1916 Paint and Coatings Manufacturing
Organisation details	Trading name/s ASX code (if relevant)	DLX
	Postal address	PO Box 60 CLAYTON SOUTH VIC 3169 Australia
	Organisation phone number	
Reporting structure	Ultimate parent Number of employees covered in this report submission	DuluxGroup Limited 2,928
	Other organisations reported on in this report	B&D Australia Pty Ltd Automatic Technology (Australia) Pty Ltd Lincoln Sentry Group Pty Ltd Parchem Construction Supplies Pty Ltd





Workplace profile Manager

				Ä	No of employees
Manager occupational categories	Reporting level to CEO	Employment status	ľ		or employees
			-	Σ	I otal employees
		Full-time permanent	0	,	
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	4	4
		Full-time contract	0	0	0
Key management personnel	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	1	3
		Full-time contract	0	0	0
	7	Part-time permanent	0	0	0 = 0
		Part-time contract	0	0	0
Other eventions (Ceneral manual		Casual	0	0	0
		Full-time permanent	2	10	12
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	29	33
		Full-time contract	0	0	0
	-5	Part-time permanent	1	0	
		Part-time contract	0	0	0
Senior Managers		Casual	0	0	0
		Full-time permanent	∞	39	47
		Full-time contract	0	-	
	ဇှ	Part-time permanent	-	0	
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	
		Full-time contract	0	0	0
Other managers	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0

Page 2 of 22

Date submitted: 30-May-2016 12:57:01 Unique report number: zkah535g0v

Months	CIO at local publication	or the the state of a con-		No.	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	2	2	4
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	22	26	119
		Full-time contract	0	0	0
	6-	Part-time permanent	9	-	7
		Part-time contract	-	0	1
		Casual	0	0	0
		Full-time permanent	34	132	166
		Full-time contract	0	1	
	4	Part-time permanent	9	2	8
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	7	34	41
		Full-time contract	0	0	0
	5-	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			66	354	453







Date submitted: 30-May-2016 12:57:01 Unique report number: zkah535g0v



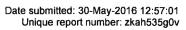
Non-manager occupational	Employment	No. of employees (No. of employees (excluding graduates and apprentices)	No. of gra	No. of graduates (if applicable)	No. of app	No. of apprentices (if applicable)	Total
categories	status	F	M	F	M	F	M	employees
	Full-time permanent	138	145	12	15	0	0	310
	Full-time contract	8	9	0	0	0	0	14
Professionals	Part-time permanent	43	4	0	0	0	0	47
	Part-time contract	9	0	0	0	0	0	9
	Casual	9	2	0	0	0	0	8
	Full-time permanent	2	45	0	0	0	0	47
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	2	0	0	0	0	2
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0 1	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	128	86	1	0	0	0	227
	Full-time contract		3	0	0	0	0	4
Clerical and administrative	Part-time permanent	38	2	0	0	0	0	40
	Part-time contract	0	0	0	0	0	0	0
	Casual	5	0	0	0	0	0	2
	Full-time permanent	152	641	0	0	0	0	262
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	02	1	0	0	0	0	81

	2
1	Workplace Gender Equali Agency
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Date submitted: 30-May-2016 12:57:01 Unique report number: zkah535g0v

Non-manager occupational	Employment	No. of employees (No. of employees (excluding graduates and apprentices)	No. of graduates (if applicable)	duates (if able)	No. of applications	No. of apprentices (if applicable)	Total
categories	status	F	M	F	W	F	M	empioyees
	Part-time contract	0	0	0	0	0	0	0
	Casual	9	30	0	0	0	0	06
	Full-time permanent	114	299	2	3	0	0	786
	Full-time contract		2	0	0	0	0	3
Machinery operators and drivers	Part-time permanent	9	5	0	0	0	0	11
	Part-time contract	0	0	0	0	0	0	0
	Casual	0		0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		778	1,664	15	18	0	0	2,475





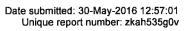




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

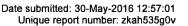
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy
☐ Standalone strategy ☐ Strategy is contained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







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







 ☐ Standalone policy ☑ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy 	
□ No	
No, currently under development	
No, insufficient human resources staff	
No, don't have expertise	
No, not a priority	
1.11 You may provide details of other formal policies or formal strate	egies that specifically
support gender equality that may be in place:	
Flexible Work Policy	
Family Leave Policy	

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

All appointments need to be included regardless of how they were made, for example through

recruitment exercises, cold canvassing, previously-submitted resumes.

	Manag	ers	Non-mar	nagers
	Female	Male	Female	Male
NUMBER of appointments made	9	14	165	254

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

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

No cell should be left blank, please enter '0' (zero) where there is no data.

	Manag	ers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	9	38	61	165
Permanent/ongoing part-time employees	2	0	17	2
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

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

No cell should be left blank, please enter '0' (zero) where there is no data.

	Managers	Non-managers





	Female	Male	Female	Male
Permanent/ongoing full-time employees	8	30	71	152
Permanent/ongoing part-time employees	1	0	17	8
Fixed-term contract full-time employees	0	0	2	2
Fixed-term contract part-time employees	0	0	1	0
Casual employees	0	0	11	6

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

Gender equality indicator 2: Gender composition of governing bodies

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

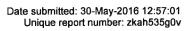
If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

Organisation name	Gender and NUMBER of chairperson/s (NOT percentage)	Gender and NUMBER of other governing body/board members (NOT percentage)	% target for representation of women on each governing body/board	Year to be reached
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		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
01	DuluxGroup Limited	0	1	2	4	0	
02							
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	erning bodies lis Governing body Currently under nsufficient hum Don't have expe	sted above /board had developm an resource ertise	e, you ma s gender lent ces staff	y specify balance (e	why below: e.g. 40% wo	as not been set for men/20 men/20 men/20 men/20 ments (provide de	0% either)
\boxtimes	Not a priority Other (provide d DuluxGroup ha		any forma	ıl targets w	vith respect	to gender	
	y/board membe Yes (you can se Standal Policy is	ers for ALL elect policy one policy s containe one strate	organisa and/or s d within a	ations cove	ered in this tions) licy	selection strateg report?	y for governing
	No No, in place for No, currently un No, insufficient h No, do not have	der develonuman res	opment sources st	taff		ointments (provide	e details why):
	No, don't have e No, not a priority No, other (provi	, ·);				
		structure				ion if your organis tity (ie Pty Ltd, Ltd	
part	ner) in the follo	wing table	against t	he relevar	nt WGEA st	rtners (excluding andardised mana vorkplace profile.	
	ails of your mar kplace profile.	naging par	tner shou	ıld be inclu	ided separa	ately in the CEO r	ow of your
				_			

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are "Other executives/General managers"				

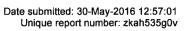




	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

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

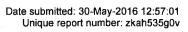
Gender equality indicator 3: Equal remuneration between women and men
3 Do you have a formal policy and/or formal strategy on remuneration generally? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained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







 No, 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) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below:
 4.1 Were any actions taken as a result of your gender remuneration gap analysis? ☑ Yes - please indicate what actions were taken (more than one option can be selected): ☑ Created a pay equity strategy or action plan ☑ Identified cause/s of the gaps ☑ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps ☑ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) ☑ Analysed performance pay to ensure there is no gender bias (including unconscious bias) ☑ Trained people-managers in addressing gender bias (including unconscious bias) ☐ Set targets to reduce any like-for-like gaps ☐ Set targets to reduce any organisation-wide gaps ☑ Reported pay equity metrics (including gender pay gaps) to the governing body/board ☐ 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 unexplainable or unjustifiable gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, unable to address cause/s of gaps (provide details why): No, not a priority No, other (provide details): 4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities







addition to any government funded Yes. (Please indicate how empl	unded paid parental leave for PRIMARY CARERS, in parental leave scheme for primary carers? oyer funded paid parental leave is provided to the primary
carer): By paying the gap betweeparental leave scheme	een the employee's salary and the government's paid
	e's full salary (in addition to the government's paid of time over which it is paid. For example, full pay for 12
	nt (paid pre- or post- parental leave, or a combination)
NoNo, currently being considered	
☐ No, insufficient human resource	
No, government scheme is suffiNo, don't know how to impleme	
No, not a priority	
No, other (provide details):	
5.1 Please indicate the MINIM parental leave that is provided for p	UM number of weeks of EMPLOYER FUNDED paid primary carers.
	ide additional details on the eligibility period/s and the leave offered to primary carers, please do so below:
	d for employees to access the MINIMUM amount of we (ie how long do employees need to be employed to months)?
	nts of employer funded paid parental leave, what is the aployer funded paid parental leave that is provided for
	d for employees to access the MAXIMUM amount of we (ie how long do employees need to be employed to months)?
leave for PRIMARY CARERS? In yout the proportion. For example, if parental leave for PRIMARY CARE	tal workforce has access to employer funded paid parental your calculation, you must include casuals when working ALL employees have access to employer funded paid ERS, including casuals, you would enter 100%. If casuals our figure would always be less than 100%.
	esents the actual percentage of employees, or round the tile, e.g. if 23.4% enter 20; if 45.7% enter 50).
	Primary carer's leave
Percentage:	100
	e go to 6.2)





☐ No,	government scheme is sufficient
□ No,	don't know how to implement
□ No,	not a priority
☐ No,	other (provide details);

- 6.2 Please indicate the number of days of employer funded parental leave that is provided for secondary carers.
- 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. For example, if ALL employees have access to employer funded paid parental leave for SECONDARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

Please enter a whole number that represents the percentage of employees to the nearest 10th percentile. (e.g. if 23.4% enter 20; if 45.7% enter 50).

	Secondary carer's leave	
Percentage:	100	

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

No cell should be left blank, please enter '0' (zero) where there is no data.

	Primary carer's leave		Secondary carer's leave		
	Female	Male	Female	Male	
Managers	8	0	0	10	
Non-managers	31	0	1	35	

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

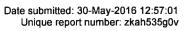
This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single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

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

No cell should be left blank, please enter '0' (zero) where there is no data.

	Female	Male
Managers	0	0
Non-managers	6	0

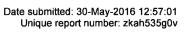
Do you have a formal policy and/or formal strategy on flexible working arrangements?
es (you can select policy and/or strategy options)
Standalone policy
☐ Policy is contained within another policy
☐ Standalone strategy
Strategy is contained within another strategy
No







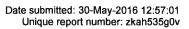
 No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, don't offer flexible arrangements No, not a priority No, other (provide details):
Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):
Do you have any non-leave based measures to support employees with family or caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral services)? Yes No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
11.1 Please indicate what measures are in place and if they are available at all worksites (where only one worksite exists, for example a head-office, please 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
☐ 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 some worksites
☐ Parenting workshops targeting fathers
Available at all worksites
☐ None of the above, please complete question 11.2 below
11.2 Please provide details of any other non-leave based measures that are in place and
whether they are available at all worksites.
Wilder and a dramable at all workshoot.
Do you have a formal policy and/or formal strategy to support employees who are
experiencing family or domestic violence?
Yes (you can select policy and/or strategy options)
☐ Standalone policy
 ☐ Policy is contained within another policy ☐ Standalone strategy
☐ Strategy is contained within another strategy
⊠ No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
□ No, not aware of the need
No, don't have expertise
No, not a priority
No, other (please provide details):
13 Other than a policy and/or strategy, do you have any measures to support employees
who are experiencing family or domestic violence?
Yes - please indicate the type of measures in place (more than one option can be
selected):
counsellor)
Training of key personnel
A domestic violence clause is in an enterprise agreement or workplace agreemen
 ☐ 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

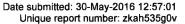






expert advice Prote domestic violence Flexib Provid Offer Emer	ction from e ble working de financia change of gency acc	any adver- g arrangem al support (f office loca commodation cal service	se action lents e.g. advail tion on assista	e domestic or discrimir nce bonus nce ctor or nurs	nation bas	ed on the o	disclosure	of
	nt human in the of the need expertise rity ovide details	resources s ed e ils): eckboxes in	ı the table	below to in				
conditions or pra- indicates that a p		mploymen	t term, co			not in place	e):	X
		naie		lale		nale		ale
Flexible hours	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
of work Compressed					×			
working weeks Time-in-lieu		\boxtimes			\boxtimes			
Telecommuting	×	\boxtimes			\boxtimes			
Part-time work	\boxtimes	\boxtimes	\boxtimes		Ø	\boxtimes	Ø	
Job sharing		\boxtimes	\boxtimes		×	×	×	
Carer's leave						×		
Purchased leave								
Unpaid leave					×			\boxtimes
your employees, Phased Retireme	you may ent mploymer ny of the c er develop man reso pertise	provide det nt terms, co ategories li oment	ails of tho	or practices	are not a	vailable to		le to

14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:





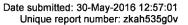


Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace Have you consulted with employees on issues concerning gender equality in your workplace? □No No, not needed (provide details why): ☐ No, insufficient human resources staff No, don't have expertise ☐ No, not a priority ☐ No, other (provide details): How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? Survey □ Consultative committee or group Performance discussions One on one discussions, Development Programs, Large Group Meetings 15.2 Please indicate what categories of employees you consulted.] 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): Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below: Gender equality indicator 6: Sex-based harassment and discrimination 16 Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention? Yes (you can select policy and/or strategy options) Standalone policy
Policy is contained within another policy Standalone strategy

☐ Strategy is contained within another strategy

☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, included in workplace agreement

□No







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

17.1 Should you wish to provide additional information on any of your responses under gender equality indicator 6, please do so below:

DuluxGroup conducts Managing Flexible Work training for line managers. The workshop has been custom developed for DuluxGroup and is designed to equip line managers to manage the needs of their employees to work flexibly whilst maximising business outcomes. Return to work coaching is provided for employees returning to work following parental leave. Grace Papers digital platform has been introduced. Unconscious Bias training is proved to senior managers and Karitune offers seminars on common parenting issues on main sites.

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)





Gender composition proportions in your workplace

Important notes:

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

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 30.5% females and 69.5% males.

Promotions

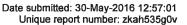
- 2. 0.0% of employees awarded promotions were women and 0.0% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 7.1% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 0.0% of employees who resigned were women and 0.0% were men
 - . 0.0% of all managers who resigned were women
 - 0.0% of all non-managers who resigned were women.
- 5. 7.1% of your workforce was part-time and 0.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- . N/A women who utilised parental leave and ceased employment before returning to work
- ii. N/A men who utilised parental leave and ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.







Notification and access

List of employee organisations

National Union of Workers (NUW)
Australian Manufacturing Workers Union (AMWU)
Shop, Distributive and Allied Employees Association (SDA)
United Voice (UV)
Australian Workers Union (AWU)

CEO sign off confirmation

Monte

Name of CEO or equivalent

Patrick Houlihan

Confirmation CEO has signed the report

Yes

CEO Signature:

Date:

30/5/2016