# 2022 - 23 Gender Equality Reporting

# Submitted By:

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# #Workplace Overview

## Policies and Strategies

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

   **Recruitment:** Yes

   Policy; Strategy

   **Retention:** Yes

   Strategy

   **Performance management processes:** Yes

   Policy; Strategy

   **Promotions:** Yes.

   Strategy

   **Talent identification/identification of high potentials:** YesStrategy

   **Succession planning:** Yes

   Strategy

   **Training and development:** Yes

   Policy; Strategy

   **Key performance indicators for managers relating to gender equality:** NoCurrently under development

   **Estimated Completion Date:** 2024-06-30

2. **Do you have a formal policy and/or formal strategy in place that supports gender equality overall?**

   YesPolicy; Strategy

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

## Governing Bodies

**Organisation:** Resimac Group Ltd

**1.Name of the governing body:** Resimac Group Limited

**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

| Chair | | |
| --- | --- | --- |
| **Female (F)** | **Male (M)** | **Non-Binary** |
| 0 | 1 | 0 |
| **Member** | | |
| **Female (F)** | **Male (M)** | **Non-Binary** |

| 2 | 2 | 0 |
|---|---|---|

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy; Strategy

**6. Target set to increase the representation of women:** Yes

      **6.1 Percentage (%) of target:** 50

      **6.2 Year of target to be reached:** 2024-06-30

**7.  Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**
Yes

**Selected value:** Policy; Strategy

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**1.Name of the governing body:** Resimac Group Limited
**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

| Chair | | |
|---|---|---|
| **Female (F)** | **Male (M)** | **Non-Binary** |
| 0 | 1 | 0 |
| **Member** | | |
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**7.  Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy; Strategy

**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please 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

   Policy; Strategy

   **1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

   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); 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

2. **What was the snapshot date used for your Workplace Profile?**
   2023-03-16

4. **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 equality

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

   **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

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 pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Corrected like-for-like gaps; Implemented other changes (provide details):

**Other:** Yes - quarterly reports to CEO and Board reporting on gender metrics in the workplace and gender metrics in monthly reports to leadership team

**1.3 What type of gender remuneration gap analysis has been undertaken?**

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
   **1.1 How did you consult employees?**
   Exit interviews; Performance discussions
   **1.2 Who did you consult?**
   Management; Diversity committee or equivalent; Other
   **Other:** Executive leadership

2. **Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**
   No
   Other
   **Other:** Informal strategy

3. **On what date did your organisation share your last year's public reports with employees and shareholders?**
   **Employees:**


   **Shareholder:**

4. **Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**
Yes

5. **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
Policy; Strategy

   1.1. **Please indicate which of the following are included in your flexible working arrangements strategy or policy:**
   **A business case for flexibility has been established and endorsed at the leadership level**
   Yes

   **The organisation's approach to flexibility is integrated into client conversations**
   Yes

   **Employees are surveyed on whether they have sufficient flexibility**
   Yes

   **Employee training is provided throughout the organisation**
   No
   Not aware of the need

   **The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**
   Yes

**Flexible working is promoted throughout the organisation**
Yes

**Targets have been set for engagement in flexible work**
No
Not aware of the need

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**
Yes

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**
Yes

**Leaders are held accountable for improving workplace flexibility**
Yes

**Leaders are visible role models of flexible working**
Yes

**Manager training on flexible working is provided throughout the organisation**
Yes

**Targets have been set for men's engagement in flexible work**
No
Not aware of the need

**Team-based training is provided throughout the organisation**
No
Not aware of the need

**Other:** No

2. **Do you offer any of the following flexible working options to MANAGERS in your workplace?**
   **Carer's leave:** Yes

SAME options for women and menFormal options are available; Informal options are available

**Compressed working weeks:** No
Not a priority

**Flexible hours of work:** Yes
SAME options for women and menFormal options are available; Informal options are available

**Job sharing:** No

Not aware of the need

**Part-time work:** Yes
SAME options for women and menFormal options are available

**Purchased leave:** Yes
SAME options for women and menFormal options are available

**Remote working/working from home:** Yes
SAME options for women and menFormal options are available; Informal options are available

**Time-in-lieu:** Yes
SAME options for women and men

Informal options are available

**Unpaid leave:** Yes
SAME options for women and menFormal options are available; Informal options are available

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

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**
   Yes, women and men

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

# #Employee Support

## Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

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

1. **If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

   <p> Resimac also refreshed it&#39;s parental leave policy to include more benefits to staff regardless of gender. We now offer fertility leave and pre natal leave to attend appointments. We have also brought up the minimum number of weeks that all primary parental leavers are entitled to from 12 weeks to 16 weeks and only needing to complete 1 year service before they can access that. </p>

# Support for carers

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

   Yes

   Policy; Strategy

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

   2.1. **Employer subsidised childcare**

   No

   Insufficient resources/expertise

   2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

   No

   Not aware of the need

   2.3. **Breastfeeding facilities**

   No

   Currently under development

   **Estimated Completion Date:** 2024-06-30

   2.4. **Childcare referral services**

   No

   Not aware of the need

   2.5. **Coaching for employees on returning to work from parental leave**

   Yes

   Available at ALL worksites

   2.6. **Targeted communication mechanisms (e.g. intranet/forums)**

   Yes

Available at ALL worksites

### 2.7. Internal support networks for parents

No

Currently under development

**Estimated Completion Date:** 2024-06-28

### 2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at ALL worksites

### 2.9. Parenting workshops targeting fathers

No

Not aware of the need

### 2.10. Parenting workshops targeting mothers

No

Not aware of the need

### 2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

### 2.12. Support in securing school holiday care

No

Not aware of the need

### 2.13. On-site childcare

No

Not aware of the need

### 2.14. Other details: No

3. **If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

   <p>We offer complimentary session via our EAP provider to anyone commencing parental leave as a check in as well as a complimentary session via our eap provider for those transitioning back to the workforce. We also offer flexible working options for anyone transitioning back to the workforce to support them as they gradually transition back to work. </p>

# Sexual harassment, harassment on the grounds of sex or discrimination

1. **Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

   Yes

   Policy; Strategy

1.3 **Do you provide a grievance process in your sexual harassment policy and/or strategy?**

2. **Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

   **All Non-Managers**

   Yes

   **Voluntary question: All Non-Managers**

9. **If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or 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

   Policy; Strategy

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?**

   **A domestic violence clause is in an enterprise agreement or workplace agreement**

   Yes

   **Confidentiality of matters disclosed**

   Yes

   **Protection from any adverse action or discrimination based on the disclosure of domestic violence**

   Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

No

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

No

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

No
Currently under development

**Estimated Completion Date:** 2024-06-30

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

No

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Other

**Provide Details:** A category of special leave applies for this

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Provide Details:** No

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

# Workforce Management Statistics Table

Industry:  Finance

| 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 | Managers | 3 | 5 | 8 |
| | | | Non-managers | 12 | 30 | 42 |
| | | Fixed-Term Contract | Non-managers | | 3 | 3 |
| | N/A | Casual | Non-managers | | 1 | 1 |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Managers | 1 | | 1 |
| | | | Non-managers | 10 | 1 | 11 |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | | 2 | 2 |

* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry:  Finance

| Question | Contract Type | Employment Type | Manager Category | Female | Total* |
|---|---|---|---|---|---|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time | Permanent | Non-managers | 1 | 1 |

* Total employees includes Non-binary

# Workplace Profile Table

Industry:  Finance

| Occupational category* | Employment status | No. of employees | | Number of apprentices and graduates (combined) | | Total employees** |
|---|---|---|---|---|---|---|
| | | F | M | F | M | |
| Managers | Full-time permanent | 23 | 39 | 0 | 0 | 62 |
| | Full-time contract | 1 | 1 | 0 | 0 | 2 |
| | Part-time permanent | 0 | 2 | 0 | 0 | 2 |
| Professionals | Full-time permanent | 46 | 60 | 0 | 0 | 106 |
| | Full-time contract | 1 | 2 | 0 | 0 | 3 |
| | Part-time permanent | 3 | 1 | 0 | 0 | 4 |
| Clerical And Administrative Workers | Full-time permanent | 29 | 7 | 0 | 0 | 36 |
| | Full-time contract | 1 | 0 | 0 | 0 | 1 |
| | Part-time permanent | 3 | 0 | 0 | 0 | 3 |
| | Part-time contract | 0 | 1 | 0 | 0 | 1 |
| | Casual | 0 | 1 | 0 | 0 | 1 |
| Sales Workers | Full-time permanent | 5 | 12 | 0 | 0 | 17 |

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

** Total employees includes Non-binary

# Workplace Profile Table

Industry: Finance

| Manager category | Employment status | No. of employees | | |
| --- | --- | --- | --- | --- |
| | | F | M | Total* |
| CEO | Full-time permanent | 0 | 1 | 1 |
| KMP | Full-time permanent | 1 | 3 | 4 |
| GM | Full-time permanent | 4 | 6 | 10 |
| SM | Full-time permanent | 6 | 16 | 22 |
| | Full-time contract | 0 | 1 | 1 |
| | Part-time permanent | 0 | 1 | 1 |
| OM | Full-time permanent | 12 | 13 | 25 |
| | Full-time contract | 1 | 0 | 1 |
| | Part-time permanent | 0 | 1 | 1 |

* Total employees includes Non-binary