

# Public report

2019-20

Submitted by

Legal Name:  
**United Super Pty Ltd**



## Organisation and contact details

Submitting organisation details	Legal name	United Super Pty Ltd
	ABN	46006261623
	ANZSIC	K Financial and Insurance Services 6330 Superannuation Funds
	Business/trading name/s	Cbus
	ASX code (if applicable)	
	Postal address	Level 28, 2 Lonsdale Street MELBOURNE VIC 3000 AUSTRALIA
	Organisation phone number	1300 361 784
Reporting structure	Ultimate parent	United Super Pty Ltd
	Number of employees covered by this report	583

## All organisations covered by this report

Legal name	Business/trading name/s
United Super Pty Ltd	Cbus
The Trustee For Construction And Building Unions Superannuation Fund	

## 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	3	4	7
		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	-2	Full-time permanent	11	14	25
		Full-time contract	0	0	0
		Part-time permanent	2	1	3
		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
Senior Managers	-2	Full-time permanent	2	0	2
		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	7	11	18
		Full-time contract	0	2	2
		Part-time permanent	1	1	2
		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	
	-4	Full-time permanent	1	4	5	
		Full-time contract	1	1	2	
		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Other managers	-2	Full-time permanent	0	2	2	
		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	33	38	71	
		Full-time contract	1	3	4	
		Part-time permanent	4	0	4	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-4	Full-time permanent	18	31	49	
		Full-time contract	4	5	9	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-5	Full-time permanent	1	3	4	
		Full-time contract	1	0	1	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	Grand total: all managers			92	124	216

## 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	71	74	0	0	0	0	145
	Full-time contract	22	18	0	0	0	0	40
	Part-time permanent	28	4	0	0	0	0	32
	Part-time contract	7	1	0	0	0	0	8
	Casual	0	0	0	0	0	0	0
Technicians and trade	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
Community and personal service	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
Clerical and administrative	Full-time permanent	38	63	0	0	0	0	101
	Full-time contract	14	8	0	0	0	0	22
	Part-time permanent	14	1	0	0	0	0	15
	Part-time contract	3	1	0	0	0	0	4
	Casual	0	0	0	0	0	0	0
Sales	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
Machinery operators and drivers	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

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	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
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		197	170	0	0	0	0	367

# 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	4	4	5	9
Permanent/ongoing part-time employees	1	0	1	0
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

**1.11 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)	15	16
Number of appointments made to NON-MANAGER roles (including promotions)	98	95

**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	3	3	12	7
Permanent/ongoing part-time employees	0	0	3	0
Fixed-term contract full-time employees	0	0	6	5
Fixed-term contract part-time employees	0	0	0	0
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.**

## 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?**

United Super Pty Ltd (Cbus)

**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	5	10

**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?**

30

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

2021

**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.**

The Board target of 30 % women has been achieved ahead of time. We are currently at 31%

## 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):
- As part of our approach we will provide a view of the overall Cbus Gender Pay Target and how each Business Unit is impacting the achievement of this target. These impacts will be discussed at the Executive Committee in order to create awareness and formulate appropriate actions plans to reduce the gender pay gap in each Business Unit. There will be further opportunity to cascade this accountability to manager’s below Group Executives via the HRIS that we aim to implement in the next Financial Year. We will be designing dashboards that help managers understand how their pay decisions impact the Gender Pay gap in their own area. We also

aim to carve out a gender pay budget for each Business unit, with the sole aim of providing ownership to the managers to reduce gender pay in their own areas.

**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).**

We have undertaken an organisational wide gender pay gap analysis. This is reported quarterly to the Executive Committee

**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:**

Cbus CEO David Atkin, is a WGEA Pay Equity Ambassador

## 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:

16

### 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.

Parental leave is open to all employees regardless of gender and if the individual is the primary carer or not. Paid parental leave can be taken at any time within 24 months of the child's birth or adoption.

Superannuation on unpaid parental leave:

We recognise that time out of the workforce for caring responsibilities impacts retirement savings, especially for women. Cbus contributes superannuation at the rate of the Superannuation Guarantee Charge (SGC) on ALL unpaid parental leave in the first 52 weeks of leave requested.

Continuity of service for the purpose of long service leave calculations:

Unpaid parental leave of up to 12 months will count as service for the purposes of long service leave accrual. Unpaid parental leave of more than 12 months will not count as service, however, it will not break continuity of employment.

**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:**

80

**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.**

Secondary carers leave is 16 weeks for employees with more than 12 months service. The total number of weeks is pro-rated if the employee's tenure is greater than 6 months and less than 12 months service. Superannuation Guarantee Charge (SGC) is also paid on all unpaid leave in the first year of parental leave.

**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	1	3	0	0

**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	17	13	0	0

**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	0	0

**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	0	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):  
Cbus will also provide a loan if required and will pay for removalist costs if required. Cbus will support our employees in any way possible if they are affected by family/domestic violence.  
Our policy also covers perpetrators in the workplace.

- ☐ 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 Family & Domestic Violence policy has been updated to include a focus on supporting perpetrators in the workplace:

Cbus supports domestic and family violence perpetrators being held accountable for their actions and as such support's perpetrators accessing their annual leave or utilising unpaid leave to attend commitments related to ending or preventing violence (e.g. court appearances, behavioural change and support programs).

If we are made aware of an employee who is using or may use violence and abuse; the organisation may take action. The seriousness of the allegations and the possible consequences will be taken into consideration. Actions may include: monitoring the situation, referral to support services (e.g. counselling), contacting external agencies (such as the police), temporary adjustments to the workplace / operations, or disciplinary action where appropriate.

Cbus is also working with The University of NSW, Gendered Violence Research Network to produce a Domestic Family Violence toolkit that is saved on the Cbus Intranet for all employees to access. The intent of this toolkit is to provide a large range of referral options for Domestic and Family Violence situations.

Covid 19: As part of the leave framework in response to Covid 19 three modified provisions have been made to our existing provisions: 1) The Working From Home Policy has been relaxed to account for current circumstances. Previously childcare arrangements needed to be in place when working from home, but during the Covid-19 crisis we are allowing people to work from home and care for their children. 2) If you exhaust your personal and carer's leave as a result of the Covid-19 crisis, we have made provisions for Special Leave at the discretion of your manager and through approval of your Group Executive. The amount of Special Leave will also be managed on a case-by-case basis. 3) The above provisions now extend to cover employees who are on fixed-term contracts.

## 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):
- Gender Equality questions were asked as part of our annual employee engagement survey conducted in February 2020. An everyday sexism survey was also administered in August 2019. Both surveys have focus group discussions conducted as part of the survey results debrief process.

#### 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.**

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## 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:**

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## 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.)

- The Everyday Sexism Survey was completed in August 2019. The overall results showed that Cbus is not a culture which supports Everyday Sexism with the prevalence of everyday sexism reported to be extremely low. Awareness around Everyday Sexism within society was further discussed via an all employee presentation with Tracey Spicer, a leading speaker on sexism in the workplace and women's leadership in February 2020
- The Cbus Gender Equity Strategy was refreshed and signed off by the Board in November 2019, with updated targets and actions to support the achievement of these.
- A gender pay action plan was created in April 2020 and signed off by the Board, with the goal of achieving a 14% pay gap by December 2021
- CEO David Atkin and the broader Cbus community supported International Human Rights day and the 16 Days of Activism – the global campaign to end violence against women
- Our CEO and Chief Investment Officer both continued as Males Champions of Change, and the CEO is also a WGEA Pay Equity Ambassador
- Cbus participated in the Future Impact Project an industry project aimed at increasing the number of females in the Investments Industry. In the past 12 months we have contributed speakers to speak at university events, judges to judge and provide feedback at a national investments competition, a roundtable of 20 female university students discussing careers in investments and an internship to a female.
- Cbus also offered the Mavis Robertson Scholarship to a female Melbourne University student. We contributed towards tuition of her fees and provided an internship in the Investments team.
- "Inclusion in Investments" Employer Resource Group was established. The ERG values and promotes diversity, openness, understanding and inclusiveness in alignment with organisational mission, values, goals, business practices, and objectives
- Maximum flexibility for all employees has been supported during the Covid pandemic including the relaxing of criteria around access to carers leave to support maximum flexibility approach

## 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 49.6% females and 50.4% males.

#### Promotions

2. 45.8% of employees awarded promotions were women and 54.2% were men
  - i. 55.6% of all manager promotions were awarded to women
  - ii. 40.0% of all non-manager promotions were awarded to women.
3. 11.8% of your workforce was part-time and 8.3% of promotions were awarded to part-time employees.

#### Resignations

4. 61.5% of employees who resigned were women and 38.5% were men
  - i. 50.0% of all managers who resigned were women
  - ii. 63.6% of all non-managers who resigned were women.
5. 11.8% of your workforce was part-time and 7.7% of resignations were part-time employees.

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

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave 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:

United Super - Cbus

## CEO sign off confirmation

### Name of CEO or equivalent:

David Atkin

### CEO signature:



### Confirmation CEO has signed the report:

### Date:

27/07/2020