





# 2014-15 public report form submitted by QANTAS Airways Limited to the Workplace Gender Equality Agency

## Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	QANTAS Airways Limited 16009661901 4900 Air and Space Transport
Organisation details	Trading name/s ASX code (if relevant)	QAN
	Postal address	Wing A, 10 Bourke Road MASCOT NSW 2020 AUSTRALIA
	Organisation phone number	0296910817
Reporting structure	Ultimate parent Number of employees covered in this report submission	QANTAS Airways Limited 29,820
	Submission Other organisations reported on in this report	Australian Air Express Pty Ltd Eastern Australia Airlines Pty Limited Impulse Airlines Australia Pty Ltd Jetstar Group Pty Ltd Q Catering Limited Qantas Information Technology Ltd Qantas Superannuation Limited Snap Fresh Pty Limited Sunstate Airlines (QLD) Pty Limited Jetstar Services Pty Limited Express Freighters Australia (Operations) Pty Limited Qantas Road Express Pty Limited
		Qantas Group Flight Training Pty Limited QF Cabin Crew Australia Pty Limited Jetstar Airways Pty Limited Qantas Courier Limited Qantas Domestic Pty Limited Network Aviation Pty Ltd Network Turbine Solutions Pty Ltd
		Qantas Ground Services Pty Limited Wishlist Holdings Limited





# Workplace profile Manager

Managan accomplished acta acrise	Departing level to CEO	Financial instantial at a trade in		No. of	employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	0	1	1
		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	2	3	5
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	2	3
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
011		Casual	0	0	0
Other executives/General managers	-2	Full-time permanent	6	22	28
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	6	13	19
		Full-time contract	0	1	1
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	63	123	186
		Full-time contract	2	4	6
Senior Managers	-3	Part-time permanent	9	0	9
Č		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	28	97	125
		Full-time contract	0	1	1
	-4	Part-time permanent	12	1	13
		Part-time contract	1	0	1
		Casual	0	0	0





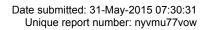
Manager occupational categories	Reporting level to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees	
		Full-time permanent	2	18	20	
		Full-time contract	1	1	2	
	-5	Part-time permanent	2	0	2	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	0	1	
		Full-time contract	0	0	0	
	-2	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	24	46	70	
		Full-time contract	0	2	2	
	-3	Part-time permanent	5	0	5	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-4	Full-time permanent	249	347	596	
		Full-time contract	10	13	23	
		Part-time permanent	45	1	46	
		Part-time contract	3	0	3	
Others		Casual	0	0	0	
Other managers		Full-time permanent	178	390	568	
		Full-time contract	3	6	9	
	-5	Part-time permanent	35	2	37	
		Part-time contract	1	0	1	
		Casual	0	0	0	
		Full-time permanent	61	193	254	
		Full-time contract	0	3	3	
	-6	Part-time permanent	7	2	9	
		Part-time contract	2	0	2	
		Casual	0	0	0	
		Full-time permanent	6	39	45	
		Full-time contract	0	0	0	
	-7	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			767	1,331	2,098	





### Non-manager

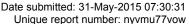
Non-manager occupational	Employment	No. of employees (ex	cluding graduates and ntices)	No. of gra	aduates (if cable)	No. of apprentices (if applicable)		Total
categories	status	F	М	F	М	F	М	employees
	Full-time permanent	666	4,319	42	41	0	0	5,068
	Full-time contract	51	62	1	1	0	0	115
Professionals	Part-time permanent	98	21	1	0	0	0	120
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	22	0	0	0	0	22
	Full-time permanent	55	2,943	0	0	3	49	3,050
	Full-time contract	3	108	0	0	6	112	229
Technicians and trade	Part-time permanent	2	12	0	0	0	0	14
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	19	0	0	0	0	21
	Full-time permanent	4,034	2,528	0	0	0	0	6,562
	Full-time contract	504	101	0	0	0	0	605
Community and personal service	Part-time permanent	2,300	389	0	0	0	0	2,689
	Part-time contract	38	0	0	0	0	0	38
	Casual	304	56	0	0	0	0	360
	Full-time permanent	863	1,416	0	0	0	0	2,279
	Full-time contract	27	26	0	0	0	0	53
Clerical and administrative	Part-time permanent	203	72	0	0	0	0	275
	Part-time contract	42	104	0	0	0	0	146
	Casual	0	45	0	0	0	0	45
	Full-time permanent	443	234	0	0	0	0	677
Sales	Full-time contract	4	3	0	0	0	0	7
	Part-time permanent	372	33	0	0	0	0	405







Non-manager occupational categories	Employment status	No. of employees (ex appre		aduates (if cable)	No. of apprentices (if applicable)		Total employees	
Categories		F	M	F	M	F	M	employees
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	43	1,301	0	0	0	0	1,344
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	14	1,134	0	0	0	0	1,148
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	46	0	0	0	0	46
	Full-time permanent	674	913	0	0	0	0	1,587
	Full-time contract	4	15	0	0	0	0	19
Labourers	Part-time permanent	243	351	0	0	0	0	594
	Part-time contract	0	0	0	0	0	0	0
	Casual	45	159	0	0	0	0	204
	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		11,034	16,432	44	42	9	161	27,722







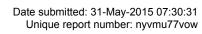
#### Reporting questionnaire

☐ No, don't have expertise

☐ No, not a priority

Gender equality indicator 1: Gender composition of workforce

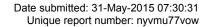
Note: Additional help can be accessed by hovering your cursor over question text. Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to: Recruitment? ☐ Standalone policy Policy is contained within another policy Strategy is contained within another strategy No, currently under development No, insufficient human resources staff No, don't have expertise ☐ No, not a priority 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 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 Promotions? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Strategy is contained within another strategy □ No No, currently under development No, insufficient human resources staff







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
<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.6 Succession planning?  ☐ 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
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.7 Training and development?  ☐ 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
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.8 Resignations?  ☐ 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
1.9 Key performance indicators for managers relating to gender equality?  ☐ 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
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>







year the target is to be reached.

1.10 Gender equality overall?  ☐ 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
<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
1.12 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
<ul> <li>Does your organisation, or any organisation you are reporting on, have a governing body/board?</li> <li>☑ Yes</li> <li>☐ No</li> </ul>
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the 'Year to be reached' column.

composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the

	Organisation	NUN (N percen	der and Gender and MBER NUMBER (NOT NOT percentage) of other board person/s members		% target for representation of women on each board	Year to be reached	
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
1	Qantas	0	1	3	5	0	
2							
3							
4							
5							





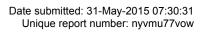
	Organisation name	Gender and NUMBER (NOT percentage) of chairperson/s		Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached
	namo	F	M	F	M	(enter a percentage number from 0-100)	format; if no target has been set, leave blank)
6							
7							
8							
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29							





	Organisation	NUMBER NUMI (NOT perce percentage) of oth		NUMBI percer other	ler and ER (NOT stage) of board nbers	% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
30		·					

30									
tick	If you have organisation lis the box confirm /es, the data pr	ted as ha	aving a go s an accu	verning b rate NUM	ody/bo BER,	oard in t and NO	he table in o	question 2 NTAGE.	
	For any governen has not bee Boverning body Currently under nsufficient huma Don't have expe	en set, yo has gen developr an resou ertise	ou may sp der balan ment rces staff	ecify why ce (e.g. 40	below 0% wo	: omen/40	- % men/20%		ition of
$\boxtimes$ (	Not a priority Other (provide d Gender balance nomination com	e a key c	onsiderat	ion in the	select	on proc	ess and ma	ınaged by	<sup>,</sup> the
	⊠ Standalo □ Policy is □ Standalo	rs for AL one polic containe one strat	L organis by ed within egy		vered i	n this re		y for gove	erning
     	No, in place for s No, currently un No, insufficient h No, do not have	der deve numan re	lopment sources	staff	nents	(provide	e details why	y):	
□ 1	No, don't have e No, not a priority No, other (provid	,	s):						
fem Deta work	Partnership rporated entity ale and male ed ails of your man kplace profile. If position in ques	(i.e. Pty I quity part aging pa gou hav	Ltd, Ltd oi ners (exc irtner sho e a separ	<sup>·</sup> Inc)). For luding the uld be incl	r partn mana luded	erships ging pa separate ody/boa	rtner) in the ely in the Cl ard of directo	er the total following EO row of ors, pleas	al number o table. fyour
					f	Full- time emales	Part- time females	Full- time males	Part- time males
	Equity partners of ersonnel (KMPs				,				



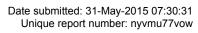




	Full- time females	Part- time females	Full- time males	Part- time males
partner)				
Equity partners who are NOT key management				
personnel (KMPs)				

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

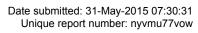
Gender	equality indicator 3: Equal remuneration between women and men
3 ⊠ Yes	Do you have a formal policy or strategy on remuneration generally?
	<ul> <li>Standalone policy</li> <li>Policy is contained within another policy</li> <li>Standalone strategy</li> <li>Strategy is contained within another strategy</li> </ul>
<ul> <li>No, □</li> <li>No, □</li> <li>No, □</li> <li>No, □</li> <li>No, □</li> <li>No, □</li> </ul>	currently under development insufficient human resources staff included in workplace agreement don't have expertise salaries set by awards or industrial agreements non-award employees paid market rate not a priority other (provide details):
<ul> <li>No</li> <li>No,</li> <li>No,</li> <li>No,</li> <li>No,</li> <li>No,</li> <li>No,</li> <li>No,</li> <li>No,</li> <li>No,</li> </ul>	Are specific gender pay equity objectives included in your formal policy or formal /? (provide details in questions 3.2 and/or 3.3 below)  currently under development insufficient human resources staff don't have expertise salaries set by awards or industrial agreements non-award employees are paid market rate not a priority other (provide details): aries set by awards or industrial agreements.
4 ⊠ Yes.	Has a gender remuneration gap analysis been undertaken?  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, ☐ No, ☐ No, ☐ agreem	currently under development insufficient human resources staff don't have expertise salaries for ALL employees (including managers) are set by awards or industrial ents, AND there is no room for discretion in pay changes (for example because payes occur only when there is a change in tenure or qualifications)







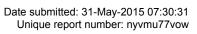
<ul> <li>No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
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)
<ul> <li>□ Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>□ Set targets to reduce any like-for-like gaps</li> <li>□ Set targets to reduce any organisation-wide gaps</li> <li>□ Reported pay equity metrics to the board</li> <li>☑ Reported pay equity metrics to the executive</li> <li>□ Corrected like-for-like gaps</li> <li>□ Conducted a gender-based job evaluation process</li> <li>□ Implemented other changes (provide details):</li> </ul>
<ul> <li>No</li> <li>No unexplainable or unjustifiable gaps identified</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, salaries set by awards or industrial agreements</li> <li>No, non-award employees are paid market rate</li> <li>No, unable to address cause/s of gaps (provide details why):</li> </ul>
<ul><li>No, not a priority</li><li>No, other (provide details):</li></ul>
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
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?  ☐ Yes ☐ No
<ul> <li>No</li> <li>No, currently being considered</li> <li>No, insufficient human resources staff</li> <li>No, government scheme is sufficient</li> </ul>







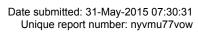
☐ No,	don't know how not a priority other (provide o	•			
5.1 provide 12	provided for primary carers.				eave that are
5.2 How is employer funded paid parental leave provided to the primary carer?  By paying the gap between the employee's salary and the government's paid parental leave scheme					
⊠ By regardl	⊠ 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 chalf pay for 24 weeks				
		ment (paid pre- or p	oost- parenta	leave, or a combina	tion)
Yes Yes No, No, No, No, No,	n to any governing, one week or governmently being insufficient hum government soldon't know how not a priority other (provide of the condary).	ment funded parent reater week considered nan resources staff neme is sufficient to implement details):	eks of emplo	leave for SECONDA eme for secondary ca yer funded parental le male and male non-n	eave that are
=		(paid and/or unpaid	I) during the p	past reporting period?	?
		Primary carer Female	's leave Male	Secondary car Female	rer's leave Male
N	lanagers	106	0	0	45
Non-managers		891	3	1	362
8 leave?	· ·	on of your total work	oforce has ac	cess to employer fun	
%	i iiiidi	93		93	ICAVC
☐ No,	Standalone Policy is co Standalone Strategy is currently under	e policy ntained within anot e strategy contained within an development nan resources staff	her policy	on flexible working a	rrangements?
	<ul><li>No, included in workplace agreement</li><li>No, don't have expertise</li></ul>				







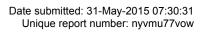
☐ No,	don't offer flexible arrangements not a priority other (provide details):
10 caring ⊠ Yes	Do you have a formal policy or formal strategy to support employees with family and responsibilities?
	<ul> <li>Standalone policy</li> <li>Policy is contained within another policy</li> <li>Standalone strategy</li> <li>Strategy is contained within another strategy</li> </ul>
<ul><li>No,</li><li>No,</li><li>No,</li><li>No,</li><li>No,</li><li>No,</li></ul>	currently under development insufficient human resources staff included in workplace agreement don't have expertise don't offer flexible arrangements not a priority other (provide details):
Yes Yes	Do you have any non-leave based measures to support employees with family and responsibilities?
☐ No, ☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority other (provide details):
11.1 additio ⊠ Yes ∐ No	To understand where these measures are available, do you have other worksites in to your head office?
	Please indicate what measures are in place and in which worksites they are available do not have multiple worksites, you would select 'Head office only'): ployer subsidised childcare  Head office only Other worksites only Head office and some other worksites All worksites including head office
⊠ On-	
⊠ Brea	astfeeding facilities  Head office only Other worksites only Head office and some other worksites All worksites including head office
☐ Chil	dcare referral services  Head office only Other worksites only Head office and some other worksites All worksites including head office







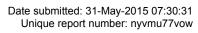
Head office only
Other worksites only
<ul><li>☐ Head office and some other worksites</li><li>☐ All worksites including head office</li></ul>
Return to work bonus
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
☐ Information packs to support new parents and/or those with elder care responsibilities
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office ☐ Referral services to support employees with family and/or caring responsibilities
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
☐ Targeted communication mechanisms, for example intranet/forums
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
None of the above, please complete question 11.3 below
11.3 Please provide details of any other non-leave based measures that are in place and
at which worksites they are available:
•
Do you have a formal policy or formal strategy to support employees who are
experiencing family or domestic violence?
⊠ Yes
☐ 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, not aware of the need
No, don't have expertise
No, not a priority
☐ No, other (provide details):
Other than a policy 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):
Access to leave
☐ Training of human resources (or other) staff
Referral to support services
Other (provide details):
□No
☐ No, currently under development







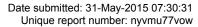
<ul><li>No, insufficier</li><li>No, not aware</li><li>No, don't hav</li><li>No, not a prio</li><li>No, other (pro</li></ul>	e of the ne e expertis rity	ed e	staff					
14 Please ti conditions or pra indicates that a p	ctices are	available t employmen	o your em t term, co		lease note	that not ti	cking a bo	
	For	Mana male	agers	ale	For	Non-ma male	anagers	ale
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informa
Flexible hours of work								
Compressed working weeks								
Time-in-lieu								
Telecommuting								
Part-time work								
Job sharing								
Carer's leave								
Purchased leave								
Unpaid leave								
14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:  14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:  Currently under development  Insufficient human resources staff  Don't have expertise  Not a priority  Other (provide details):								
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								
15 Have you workplace?  ☑ Yes ☐ No ☐ No, not neede		·	·	ı issues coı	ncerning g	jender equ	ality in you	ır







<ul> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
15.1 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
<ul> <li>☐ Focus groups</li> <li>☐ Exit interviews</li> <li>☐ Performance discussions</li> <li>☑ Other (provide details):</li> <li>Interviews &amp; through Working groups</li> </ul>
15.2 What categories of employees did you consult?  ☐ All staff ☐ Women only ☐ Men only ☑ Human resources managers
<ul> <li>✓ Management</li> <li>✓ Employee representative group(s)</li> <li>✓ Diversity committee or equivalent</li> <li>✓ Women and men who have resigned while on parental leave</li> <li>✓ Other (provide details):</li> </ul>
Employees participating in our internal mentoring program  15.3 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
<ul> <li>Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention?</li> <li>☑ Yes</li> <li>☑ Standalone policy</li> <li>☑ Policy is contained within another policy</li> </ul>
Standalone strategy Strategy is contained within another strategy No No, currently under development
<ul> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy?  ☐ Yes ☐ No
<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>





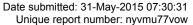


☐ No, other (provide details):
Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?  Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected):  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>

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

#### 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.)







#### **Notification and access**

Australian Services Union (ASU) Transport Workers Union (TWU)

Australian Licensed Aircraft Engineers Association (ALAEA)

Australian and International Pilots Association (AIPA)

Flight Attendants Association of Australia – International Division

(International FAAA)

List of employee organisations

Flight Attendants Association of Australia - Domestic/ Regional (Domestic

FAAA)

Australian Workers Union (AWU)

Australian Manufacturing Workers Union (AMWU)

**United Voice** 

National Union of Workers (NUW)

Australian Federation of Airline Pilots (AFAP)
Communications Electrical Plumbing Union (CEPU)

Professionals Australia (APESMA)

### **CEO** sign off confirmation

Name of CEO or equivalent Alan Joyce

Confirmation CEO has signed the report

CEO Signature: Date: 31.5.2015