



Date Created: 26-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 26-05-2023

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.

Policy

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: YesStrategy

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: CSL Limited

1.Name of the governing body: CSL Limited Board of Directors

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 4	Male (M) 5	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Strategy

6. Target set to increase the representation of women: No

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

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?

No

Selected value: Other

Other value: Already achieved

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 implement and/or maintain a transparent and rigorous performance assessment process

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

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; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to all employees; Reported pay equity metrics (including gender pay gaps) externally

- 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?

Focus groups; Exit interviews; Survey; Performance discussions

- 1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

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 Industry Benchmark 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

- 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

No

Other

Other: Not applicable

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

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

Yes

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

No

Currently under development

Estimated Completion Date: 2024-06-30

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

No

Currently under development

Estimated Completion Date: 2024-06-30

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

Other

Other: Flexibility provided equally to all genders

Team-based training is provided throughout the organisation

Yes

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 men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal 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.

Support for carers

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

Yes

Policy

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

- 2.1. Employer subsidised childcare

No

Not aware of the need

- 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

Yes

Available at SOME worksites

- 2.4. Childcare referral services

No

Not aware of the need

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

No

Not aware of the need

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

No

Not aware of the need

2.7. Internal support networks for parents

No

Not aware of the need

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

No

Not aware of the need

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

Other

Other: With change of site location, our on-site childcare has been closed. This decision was made due to decreasing patronage and became financially unviable for the 3rd party.

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.

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

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

Yes

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

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

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

Yes

Emergency accommodation assistance

No

Other

**Provide Details: We refer them to the specific agencies and charities for support
Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Training of key personnel

Yes

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)

Yes

Is the leave period unlimited?

Yes

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

Yes

Is the leave period unlimited?

Yes

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

No

Other

Provide Details: Unlimited paid leave is accessible with supporting evidence.

Access to unpaid leave

No

Other

Provide Details: Unlimited paid leave is accessible with supporting evidence.

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: Basic Chemical and Chemical Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	38	46	84
			Non-managers	145	232	377
		Fixed-Term Contract	Managers	1		1
			Non-managers	17	35	52
	Part-time	Permanent	Managers	4		4
			Non-managers	17		17
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	8	6	14
			Non-managers	63	67	130
	Fixed-Term Contract	Non-managers	4	7	11	
		Part-time	Permanent	Non-managers	6	
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	10	11	21
			Non-managers	93	133	226
		Fixed-Term Contract	Managers	3	6	9
			Non-managers	54	100	154
	Part-time	Permanent	Managers	1		1
			Non-managers	7		7
		Fixed-Term Contract	Non-managers	1	1	2

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Basic Chemical and Chemical Product Manufacturing

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	CEO, KMPs, and HOBs		1	1
			Managers	6	11	17
			Non-managers	63	80	143
		Fixed-Term Contract	Managers	3	1	4
			Non-managers	10	18	28
			Part-time	Permanent	Managers	1
	Non-managers	13	2		15	
	Fixed-Term Contract	Managers	1	1	2	
		Non-managers	1		1	
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	12	10
Non-managers				47	50	97
Fixed-Term Contract			Managers	1		1
			Non-managers	3	1	4
Part-time		Permanent	Managers	3		3
			Non-managers	39		39
		Fixed-Term Contract	Non-managers	1		1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Basic Chemical and Chemical Product Manufacturing

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	4	4
		Fixed-Term Contract	Non-managers	1	1
	Part-time	Permanent	Non-managers	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Basic Chemical and Chemical Product Manufacturing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	237	282	0	0	519
	Full-time contract	5	7	0	0	12
	Part-time permanent	29	2	0	0	31
Professionals	Full-time permanent	548	488	0	0	1,036
	Full-time contract	28	53	2	2	85
	Part-time permanent	133	10	0	0	143
	Part-time contract	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	126	265	0	0	391
	Full-time contract	8	18	6	6	38
	Part-time permanent	42	3	0	0	45
Clerical And Administrative Workers	Full-time permanent	52	10	0	0	62
	Full-time contract	2	1	3	7	13
	Part-time permanent	29	0	0	0	29
Sales Workers	Full-time permanent	46	24	0	0	70
	Full-time contract	3	0	0	0	3
	Part-time permanent	9	2	0	0	11
Machinery Operators And Drivers	Full-time permanent	104	268	0	0	372
	Full-time contract	11	49	7	2	69
	Part-time permanent	8	0	0	0	8
	Part-time contract	1	0	0	0	1

* Categorized 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: Basic Chemical and Chemical Product Manufacturing

Manager category	Employment status	No. of employees		
		F	M	Total*
KMP	Full-time permanent	7	16	23
GM	Full-time permanent	14	9	23
SM	Full-time permanent	98	119	217
	Full-time contract	3	1	4
	Part-time permanent	13	1	14
OM	Full-time permanent	118	138	256
	Full-time contract	2	6	8
	Part-time permanent	16	1	17

* Total employees includes Non-binary