





2014-15 public report form submitted by Simonds Group Limited to the Workplace Gender Equality Agency

Organisation and contact details

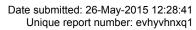
Organisation registration	Legal name ABN ANZSIC	Simonds Group Limited 54143841801 3011 House Construction
Organisation details	Trading name/s ASX code (if relevant)	SIO
	Postal address	Locked Bag 4002 South Melbourne VIC 3205 AUSTRALIA
	Organisation phone number	
Reporting structure	Ultimate parent Number of employees covered in this report submission	Simonds Group Limited 702
	Other organisations reported on in this report	Simonds Personnel Pty Ltd





Workplace profile Manager

Managananational actoroxica	Deposition level to CEO	Francis in and status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	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	0	4	4		
		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	0	11	11		
		Full-time contract	0	0	0		
Other executives/General managers	-2	Part-time permanent	0	0	0		
· ·		Part-time contract	0	0	0		
		Casual	0	0	0		
	-2	Full-time permanent	1	1	2		
		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	5	18	23		
		Full-time contract	0	0	0		
Senior Managers	-3	Part-time permanent	0	0	0		
-		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	6	31	37		
		Full-time contract	0	0	0		
	-4	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	20	20		
		Full-time contract	0	0	0		
Other managers	-4	Part-time permanent	0	0	0		
-		Part-time contract	0	0	0		
		Casual	0	0	0		







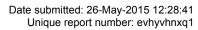
Managar acquiretional actorories	Reporting level to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
Grand total: all managers	12	86	98			





Non-manager

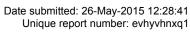
Non-manager occupational	Employment	No. of employees (ex appre	No. of gr	aduates (if icable)	No. of apprentices (if applicable)		Total	
categories	status	F	M	F	M	F	М	employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	87	0	0	0	0	87
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	128	116	0	0	0	0	244
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	9	1	0	0	0	0	10
	Part-time contract	0	0	0	0	0	0	0
	Casual	28	10	0	0	0	0	38
	Full-time permanent	27	41	0	0	0	0	68
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0







Non-manager occupational Employment categories status		No. of employees (exappre	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total	
Categories	Status	F	M	F	M	F	М	employees
	Part-time contract	0	0	0	0	0	0	0
	Casual	138	19	0	0	0	0	157
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		330	274	0	0	0	0	604



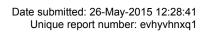




Reporting questionnaire

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.
1 SUPPO	Do you have formal policies or formal strategies in place that SPECIFICALLY ORT GENDER EQUALITY in relation to:
 No No, ∈ No, ∈ No, ∈	Recruitment? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
 No No, ∈ No, ∈ No, ∈	Retention? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
□ No	Performance management processes? (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, i	currently under development insufficient human resources staff don't have expertise not a priority
□ No	Promotions? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development
	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 No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
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
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
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
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
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
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority





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 No, currently under development No, insufficient human resources staff
No, don't have expertiseNo, not a priority
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
 Does your organisation, or any organisation you are reporting on, have a governing body/board? ☑ Yes ☐ No
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 composition (in numbers, not percentages) of that governing body/board; and where in place.

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.

include what percentage target has been set relating to the representation of women, and the

	Organisation	NUMBER NUME (NOT percentage) of other		Gender and NUMBER (NOT percentage) of other board 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	Simonds Group	0	1	1	4	0	
2							
3							
4							





	Organisation name	NUN (N percen	NUMBER NU (NOT po		ler and ER (NOT Itage) of board Inbers	% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	format; if no target has been set, leave blank)
5							
6							
7							
8							
9							
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14							
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27							
28							
29							





	Organisation	NUN (N percen	er and //BER /OT /tage) of erson/s	Gender and NUMBER (NOT percentage) of other board 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)
30							

2.1a If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE. Yes, the data provided in question 2.1 reflect numbers not percentages.
2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below: Governing body has gender balance (e.g. 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Do not have control over board appointments (provide details why):
☐ Not a priority ☐ Other (provide details):
2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report? Yes Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, in place for some governing bodies
No, currently under development No, insufficient human resources staff No, do not have control over board appointments (provide details why):
 No, don't have expertise No, not a priority No, other (provide details): As per Principle 3 of the ASX Corporate Governance Council Principles and Recommendations, the Board's Nomination and Remuneration Committee ("the Committee") comprises a minimum of three independent Non-executive Directors. The Committee assists and advises the Board on matters relating to the composition, competencies and remuneration of the Board and Senior Executive (including matters relating to the Chair, diversity and succession planning). As vacancies arise, the Committee considers a broad and diverse candidate pool aligning them against the composition and competencies required and in consideration of gender balance.

2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your





workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.

	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are 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?
 No No, o No, i No, o No, s No, r No, r No, r 	Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development nsufficient human resources staff ncluded 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):
strategy Yes No No, o No, o No, o No, o No, o	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 nsufficient 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):
	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, i	currently under development nsufficient human resources staff





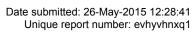
 No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.2 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 No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):
Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater Yes, less than one week No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?

	Primary care	r's leave	Secondary carer's leave		
	Female	Male	Female	Male	
Managers	0	0	0	0	
Non-managers	8	0	0	0	

8 What proportion of your total workforce has access to employer funded paid parental leave?

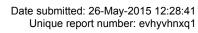
	Primary carer's leave	Secondary carer's leave
%	100	100







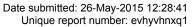
Yes	5 ?
 ☐ Standalone policy ☐ Policy is contained within another policy 	
Standalone strategy	
☐ Strategy is contained within another strategy	
□ No	
No, currently under development	
No, insufficient human resources staff	
□ No, included in workplace agreement	
No, don't have expertiseNo, don't offer flexible arrangements	
No, not a priority	
No, other (provide details):	
Do you have a formal policy or formal strategy to support employees with family caring responsibilities?	/ and
☐ Policy is contained within another policy	
☐ I slied to deritatives within another policy	
Strategy is contained within another strategy	
□ No	
☐ No, currently under development ☐ No, insufficient human resources stoff	
No, insufficient human resources staffNo, included in workplace agreement	
No, don't have expertise	
☐ No, don't offer flexible arrangements	
No, not a priority	
☐ No, other (provide details):	
Do you have any non-leave based measures to support employees with family	and
caring responsibilities?	
□ No	
No, currently under development	
☐ No, insufficient human resources staff	
No, don't have expertise	
□ No, not a priority	
☐ No, other (provide details):	
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	
No, currently under development	
No, insufficient human resources staffNo, 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): Employee assistance program Access to leave Training of human resources (or other) staff Referral to support services Other (provide details):								
 No No, currently under development No, insufficient human resources staff No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): Simonds HR are engaged to assess and address support for all employees experiencing domestic violence. 								
14 Please ti conditions or pra indicates that a p	ctices are	available to	o your em		lease note	that not tic	cking a bo	
•		Mana	agers			Non-ma	nagers	
	Formal	male Informal	Formal	ale Informal	Formal	male Informal	Formal	ale Informal
Flexible hours of work								
Compressed working weeks								
Time-in-lieu								
Telecommuting								
Part-time work								
Job sharing								
Carer's leave								
Purchased leave								
Unpaid leave							\boxtimes	
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):								



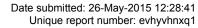




14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below:

Gender equality indicator 5: Consultation with employees on issues concerning gender

equality in the workplace
15 Have you consulted with employees on issues concerning gender equality in your workplace? ☑ Yes ☐ No ☐ No, not needed (provide details why):
 No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
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 Focus groups Exit interviews Performance discussions Other (provide details):
15.2 What categories of employees did you consult?
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
16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ☑ Yes ☑ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
No, currently under development

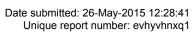






 No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☐ Yes ☐ No ☐ No, currently under development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

List of employee organisations	Simonds Personnel Pty Ltd
CEO sign off confirmatio	n
Name of CEO or equivalent	Paul McMahon
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: