Australian Government

Workplace
Gender Equality
Agency

2022 - 23 Gender Equality Reporting

Submitted By:

ORELOGY CONSULTING PTY LTD 58603763944

Btp Parts Pty Ltd 28096533283

Barminco Limited 32109439894

Perenti Global Limited 95009211474

Perenti Group Services Pty Ltd 68074414387

Ausdrill Pty Ltd 58103661374

Sandpit Innovation Pty Ltd 67159573323

IDOBA PTY LTD 36641112049

#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
   Policy;Strategy

   Performance management processes: Yes
   Policy; Strategy

   Promotions: Yes.
   Policy; Strategy

   Talent identification/identification of high potentials: YesPolicy; Strategy

   Succession planning: Yes
   Policy; 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.**
   <p>Perenti Limited has joined as a signatory of the 40:40 vision. As such, the Board has committed to attain gender balance (40% female, 40% male and 20% any gender) for Board and Executive leaders roles by 2030. </p><p> </p><p><span

style="font-size: 10pt;">Targeted organisational wide gender equality by 2033.</p>

Governing Bodies

Organisation: ORELOGY CONSULTING PTY LTD
1.Name of the governing body: Board of Perenti Limited
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
2	4	0

4.Formal section policy and/or strategy: Yes
Selected value: Strategy

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

    6.1 Percentage (%) of target: 40
    6.2 Year of target to be reached: 2030-12-31

Selected value:

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

Organisation: Btp Parts Pty Ltd
1.Name of the governing body: Board of Perenti Limited
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	Male (M)	Non-Binary
0	1	0
Member		
Female (F)	Male (M)	Non-Binary
2	4	0

4.Formal section policy and/or strategy: Yes
Selected value: Strategy

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

6.1 Percentage (%) of target: 40
6.2 Year of target to be reached: 2030-12-31

Selected value:

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

Organisation: Barminco Limited
1.Name of the governing body: Board of Perenti Limited
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

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

Female (F)	Male (M)	Non-Binary
2	4	0

4.Formal section policy and/or strategy: Yes
Selected value: Strategy

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

       6.1 Percentage (%) of target: 40
       6.2 Year of target to be reached: 2030-12-31

Selected value:

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

Organisation: Perenti Global Limited
1.Name of the governing body: Board of Perenti Limited
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	Male (M)	Non-Binary
0	1	0
Member		
Female (F)	Male (M)	Non-Binary
2	4	0

4.Formal section policy and/or strategy: Yes
Selected value: Strategy

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

6.1 Percentage (%) of target: 40
6.2 Year of target to be reached: 2030-12-31

Selected value:

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

Organisation: Perenti Group Services Pty Ltd
1.Name of the governing body: Board of Perenti Limited
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
2	4	0

4.Formal section policy and/or strategy: Yes
Selected value: Strategy

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

6.1 Percentage (%) of target: 40
6.2 Year of target to be reached: 2030-12-31

Selected value:

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

Selected value: Policy; Strategy

Organisation: Ausdrill Pty Ltd
1.Name of the governing body: Board of Perenti Limited
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
2	4	0

4.Formal section policy and/or strategy: Yes

Selected value: Strategy

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

6.1 Percentage (%) of target: 40
6.2 Year of target to be reached: 2030-12-31

Selected value:

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

Selected value: Policy; Strategy

Organisation: Sandpit Innovation Pty Ltd
1.Name of the governing body: Board of Perenti Limited
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair			
	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	4	0

4.Formal section policy and/or strategy: Yes
Selected value: Strategy

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

6.1 Percentage (%) of target: 40
6.2 Year of target to be reached: 2030-12-31

Selected value:

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

Organisation: IDOBA PTY LTD
1.Name of the governing body: Board of Perenti Limited
2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

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

Female (F)	Male (M)	Non-Binary
2	4	0

4.Formal section policy and/or strategy: Yes
Selected value: Strategy

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

6.1 Percentage (%) of target: 40
6.2 Year of target to be reached: 2030-12-31

Selected value:

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

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

<p>The governing body has endorsed a maturing diversity road map for the organisation, including gender targets and initiatives which will result in a more gender balanced workforce. </p>

#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 ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

2. **What was the snapshot date used for your Workplace Profile?**
   2023-03-31

4. **If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**
   <p>Please see question 2 under section "Employer action on pay equity"</p>

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
   Created a pay equity strategy or action plan; Identified cause/s of the gaps; Analysed commencement salaries by gender to ensure there are no pay gaps; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

   1.3 What type of gender remuneration gap analysis has been undertaken?
   <p>Salaried employees' position to market comparison ratio is reviewed biannually. This review is on a like-by-like basis, that is employees on the same job level, job family and then sub-job family as per the company's job classification framework.</p>

3. **If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.**

<p>In our annual remuneration review we provide a separate budget to market movements. The gender pay equity budget is to support extra movements to address gender pay gaps and is utilised to improve our gender pay gap position. </p>

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?
   Consultative committee or group; Focus groups; Survey
   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
   Policy; Strategy

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

   Shareholder:

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

5. **If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below**.
   <p>Perenti has embarked on a program of work to understand and eliminate harmful behaviours from our workplace. To date, employees have been consulted on gender equality in a number of different ways, including:</p><p>-   Survey & focus groups – to understand the felt experience of psychosocial hazards and harmful behaviours of employees in the company.</p><p>-   Establishment of

Culture & Inclusion Steering Groups to: define and drive companies response to harmful behaviours in the workplace, strengthen psychological safety and respect in our workplaces and develop a culture of inclusion that supports and leverages diversity. </p><p>-   Launch of education and awareness campaign: to continue to raise awareness within the workforce on what words, actions and behaviours are not ok & the potential impact this has on others.</p>

#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
   Yes

   Employees are surveyed on whether they have sufficient flexibility
   No
   Currently under development

   Estimated Completion Date: 2024-06-30

   Employee training is provided throughout the organisation
   Yes

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

No
Currently under development

Estimated Completion Date: 2024-06-30

Flexible working is promoted throughout the organisation
Yes

Targets have been set for engagement in flexible work
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 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
No
Not a priority

Leaders are visible role models of flexible working
Yes

Manager training on flexible working is provided throughout the organisation
Yes

Targets have been set for men's engagement in flexible work
No
Not a priority

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 menFormal options are available

Compressed working weeks: Yes
SAME options for women and menFormal options are available
Flexible hours of work: Yes
SAME options for women and menFormal 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 menFormal options are available

Purchased leave: No
Not a priority
Remote working/working from home: Yes
SAME options for women and men
Time-in-lieu: Yes
SAME options for women and men

Informal options are available

Unpaid leave: Yes
SAME options for women and menFormal options are available
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.**
<p>Leaders and teams have embraced working from home during the COVID-19 pandemic and it is intended to continue into the future.</p>

#Employee Support

Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**
    Yes, we offer employer funded parental leave using the primary/secondary carer definition

1. **If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**
    <p>The company is currently reviewing our parental leave procedure and looking at additional benefits to provide to employees. </p>

Support for carers

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

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

    2.1. **Employer subsidised childcare**
    No
    Insufficient resources/expertise

    2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**
    No
    Insufficient resources/expertise

    2.3. **Breastfeeding facilities**
    No
    Currently under development
    Estimated Completion Date: 2024-06-30

    2.4. **Childcare referral services**
    No
    Insufficient resources/expertise

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

Yes

Available at ALL worksites

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

No

Insufficient resources/expertise

2.7. Internal support networks for parents

No

Insufficient resources/expertise

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

No

Insufficient resources/expertise

2.9. Parenting workshops targeting fathers

No

Insufficient resources/expertise

2.10. Parenting workshops targeting mothers

No

Insufficient resources/expertise

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

No

Insufficient resources/expertise

2.12. Support in securing school holiday care

No

Insufficient resources/expertise

2.13. On-site childcare

No

Insufficient resources/expertise

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; Strategy

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

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

All Non-Managers

Yes

Voluntary question: All Non-Managers

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

<p>As part of the program of work that the company has embarked on to understand and remove harmful behaviours from the workplace, 5 strategic objectives have been endorsed and an action plan to achieve the strategic objectives is being developed. The strategic objectives include:</p><p>1)   Leader education </p><p>2)   Workforce conversation, engagement, and activation of bystanders </p><p>3)   Improve reporting </p><p>4)   Workforce diversity – initial focus on gender </p><p>5)   Establish robust 'wiring' </p>

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

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

Yes

Emergency accommodation assistance

No

Insufficient resources/expertise

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)

Yes

Training of key personnel

No

Not a priority

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?

No

Number of Days:

10

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

No

Other

Other Details: Contained in EA / Workplace Agreement

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

No

Other

Provide Details: 10 days paid leave entitlement due to legislation change

Access to unpaid leave

No

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**

Workplace Profile Table

Industry: Exploration and Other Mining Support Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	36	197	0	0	233
	Full-time contract	0	2	0	0	2
	Part-time permanent	6	1	0	0	7
	Casual	0	1	0	0	1
Professionals	Full-time permanent	95	196	3	40	334
	Full-time contract	2	4	0	0	6
	Part-time permanent	17	4	1	0	22
	Part-time contract	4	0	0	0	4
	Casual	13	15	0	3	31
Technicians And Trades Workers	Full-time permanent	22	672	2	35	731
	Full-time contract	0	4	9	95	108
	Casual	0	17	0	0	17
Clerical And Administrative Workers	Full-time permanent	85	30	0	0	115
	Full-time contract	4	0	0	0	4
	Part-time permanent	13	0	0	0	13
	Part-time contract	1	0	0	0	1
	Casual	2	0	0	0	2
Sales Workers	Full-time permanent	1	3	0	0	4
Machinery Operators And Drivers	Full-time permanent	100	1,153	0	0	1,253
	Full-time contract	0	4	0	0	4
	Casual	1	28	0	0	29
Labourers	Full-time permanent	3	21	0	0	24
	Casual	0	3	0	0	3

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Exploration and Other Mining Support Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	2	2
HOB	Full-time permanent	1	3	4
GM	Full-time permanent	6	29	35
SM	Full-time permanent	3	34	37
	Part-time permanent	2	1	3
OM	Full-time permanent	26	128	154
	Full-time contract	0	2	2
	Part-time permanent	4	0	4
	Casual	0	1	1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Exploration and Other Mining Support Services

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
			Managers	6	19	25
			Non-managers	45	269	314
		Fixed-Term Contract	Non-managers		5	5
	Part-time	Permanent	Non-managers	1	1	2
	N/A	Casual	Non-managers		1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	3	20	23
			Non-managers	50	502	552
		Fixed-Term Contract	Non-managers	3	33	36
	Part-time	Permanent	Non-managers	3		3
	N/A	Casual	Non-managers		18	18
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	5	17	22
			Non-managers	168	1,107	1,275
		Fixed-Term Contract	Managers		2	2
			Non-managers	12	60	72
	Part-time	Permanent	Non-managers	12	1	13
		Fixed-Term Contract	Non-managers	2	1	3
	N/A	Casual	Managers		2	2
			Non-managers	10	83	93

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Exploration and Other Mining Support Services

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	2	21	23
			Non-managers	123	864	987
		Fixed-Term Contract	Managers		2	2
			Non-managers	7	16	23
	Part-time	Permanent	Non-managers	5	1	6
	N/A	Casual	Managers		2	2
			Non-managers	12	63	75
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2	3	5
			Non-managers	13	5	18
		Fixed-Term Contract	Non-managers		1	1
	Part-time	Permanent	Managers	2		2
			Non-managers	5		5
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		6	6
			Non-managers		51	51
		Fixed-Term Contract	Non-managers		1	1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Exploration and Other Mining Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers		1	1
			Non-managers	5	1	6
	Part-time	Permanent	Non-managers	1		1

* Total employees includes Non-binary

2022-23 Gender Equality Reporting Submission Approval

I, the CEO (or equivalent), confirm that the data provided in the 2022-23 Gender Equality Reporting submission is complete and correct, as reported in the full data appendices:
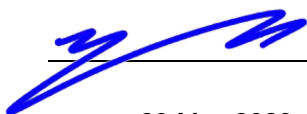
→ Questionnaire – Public Report

→ Workforce Management Statistics – Public Report

→ Workplace Profile – Public Report

→ Workplace Profile – Confidential

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

CEO (or equivalent) signature	Name of CEO (or equivalent)
	Mark Norwell

Date: 29 May 2023

Please Note:

The Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 requires WGEA to publish employer gender pay gaps. Employer gender pay gap will be calculated from the data that you provide to WGEA. WGEA will communicate to employers in advance of publishing gender pay gaps explaining the process for calculating and publishing the employer gender pay gap.

What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

→ inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed

→ provide access to the public data to employees and members or shareholders

→ inform employee organisations with members in your workplace that the report has been lodged

→ inform your employees and those employee organisations with members in your workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read here.