

Public report

2019-20

Submitted by

Legal Name:
AUB Group Limited



Organisation and contact details

Submitting organisation details	Legal name	AUB Group Limited
	ABN	60000000715
	ANZSIC	K Financial and Insurance Services 6420 Auxiliary Insurance Services
	Business/trading name/s	AUB Group Limited
	ASX code (if applicable)	AUB
	Postal address	Level 14, 141 Walker Street North Sydney NSW 2060 AUSTRALIA
	Organisation phone number	0299352207
Reporting structure	Ultimate parent	AUB Group Limited
	Number of employees covered by this report	834

All organisations covered by this report

Legal name	Business/trading name/s
AUB Group Limited	AUB Group Limited
InterRISK Australia Pty Ltd	
ABFS (WA) Pty Ltd	
ABFS (NSW-S) Pty Ltd	
Northlake Holdings Pty Ltd	
ABFS (SA) Pty Ltd	
Austbrokers Coast To Coast Pty Ltd	
ABFS (ACT) Pty Ltd	
Austbrokers Sydney Pty Ltd	
AUB Group Business Centre Pty Ltd	
AUB Group Services Pty Ltd	
Austagencies Pty Ltd	SURA
ABFS (NSW) Pty Ltd	
Austbrokers City State Pty Ltd	
Terrace Insurance Brokers Pty Ltd	
Austbrokers Central Coast Pty Ltd	
North Coast Insurance Brokers Pty Ltd	
AB Phillips Pty Ltd	
McNaughton Gardiner Insurance Brokers Pty Ltd	
Austbrokers Canberra Pty Ltd	
Austbrokers Professional Services Pty Ltd	
Austbrokers Trade Credit Pty Ltd	
Finsura Insurance Broking (Australia) Pty Ltd	
Comsure Insurance Brokers Pty Ltd	
Adroit Insurance & Risk Pty Ltd	
The Trustee For Austbrokers ABS Unit Trust	
Citycover (Aust) Pty Ltd	
ABFS (VIC) Pty Ltd	
ABFS (QLD) Pty Ltd	
The Trustee For Austbrokers ABS Strata Unit Trust	

Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
CEO/Head of Business in Australia	0	Full-time permanent	1	17	18
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Key management personnel	-1	Full-time permanent	1	7	8
		Full-time contract	0	0	0
		Part-time permanent	1	2	3
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers	-1	Full-time permanent	3	8	11
		Full-time contract	0	0	0
		Part-time permanent	1	1	2
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	1	0	1
		Full-time contract	0	0	0
		Part-time permanent	2	1	3
		Part-time contract	0	0	0
		Casual	0	0	0
Senior Managers	-1	Full-time permanent	1	0	1
		Full-time contract	0	0	0
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	0	9	9
		Full-time contract	0	0	0
		Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
	-3	Full-time permanent	3	6	9
		Full-time contract	0	0	0
		Part-time permanent	1	1	2
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers	-1	Full-time permanent	6	29	35
		Full-time contract	0	0	0
		Part-time permanent	3	1	4
		Part-time contract	1	0	1
		Casual	0	0	0
	-2	Full-time permanent	6	8	14
		Full-time contract	0	0	0
		Part-time permanent	4	0	4
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	4	0	4
		Full-time contract	0	0	0
		Part-time permanent	3	0	3
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			45	90	135

Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Professionals	Full-time permanent	201	210	0	0	0	0	411
	Full-time contract	0	3	0	0	0	0	3
	Part-time permanent	64	11	0	0	0	0	75
	Part-time contract	0	0	0	0	0	0	0
	Casual	8	5	0	0	0	0	13
Technicians and trade	Full-time permanent	0	2	0	0	0	0	2
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Clerical and administrative	Full-time permanent	73	20	0	0	0	0	93
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	54	1	0	0	0	0	55
	Part-time contract	3	0	0	0	0	0	3
	Casual	15	8	0	0	0	0	23
Sales	Full-time permanent	7	3	0	0	0	0	10
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	6	1	0	0	0	0	7
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
Machinery operators and drivers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Labourers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Others	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		433	266	0	0	0	0	699

Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.

1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1 Recruitment

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.2 Retention

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.3 Performance management processes

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.4 Promotions

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.5 Talent identification/identification of high potentials

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.6 Succession planning

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.7 Training and development

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.8 Key performance indicators for managers relating to gender equality

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.9 Gender equality overall

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.10 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	6	11	29	8
Permanent/ongoing part-time employees	0	0	1	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	8	15
Number of appointments made to NON-MANAGER roles (including promotions)	87	39

1.12 How many employees resigned during the reporting period against each category below?

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	5	19	62	50
Permanent/ongoing part-time employees	5	2	14	0
Fixed-term contract full-time employees	0	0	2	1
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	4	3

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

AUB Group Limited operates a unique owner driver model by which it does not have the ability to exert direct influence or control over its member businesses (of which are contained in the report), so the data cannot be qualified as such. In other words, AUB Group does not have control in setting salary amounts or appointing roles for our member businesses.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term “governing body” in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as “the board of directors, trustees, committee of management, council or other governing authority of the employer”. This question relates to the highest governing body for your Australian entity, even if it is located overseas.**

2.1 Please answer the following questions relating to each governing body covered in this report.

Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1 Organisation name?

Austbrokers Canberra Pty Ltd

2.1b.1 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?

	Female	Male
Number	0	0

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	1	4

2.1d.1 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
 - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.1 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.2 Organisation name?

Austbrokers Central Coast Pty Ltd

2.1b.2 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.2 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	1	1

2.1d.2 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.2 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.3 Organisation name?

Austbrokers Coast to Coast Pty Ltd

2.1b.3 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.3 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	4

2.1d.3 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.3 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.4 Organisation name?

AB Phillips Pty Ltd

2.1b.4 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.4 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	5

2.1d.4 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
 - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.4 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.5 Organisation name?

Terrace Insurance Brokers Pty Ltd

2.1b.5 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.5 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	4

2.1d.5 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
 - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed

- Insufficient resources/expertise
- Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
- Not a priority
- Other (provide details):

2.1g.5 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.6 Organisation name?

Adroit Insurance & Risk Pty Ltd

2.1b.6 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.6 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	4

2.1d.6 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
 - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.6 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.7 Organisation name?

AUB Group Limited

2.1b.7 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.7 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	2	3

2.1d.7 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
 - Not a priority
 - Other (provide details):
AUB Group Limited has control over composition of the AUB Group Limited Board and in 2018 appointed another female director to its Board.

2.1g.7 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.8 Organisation name?

AUB Group Business Centre Pty Ltd

2.1b.8 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.8 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.8 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
 - Not a priority
 - Other (provide details):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.

2.1g.8 Are you reporting on any other organisations in this report?

- Yes

No

2.1a.9 Organisation name?

Austbrokers City State Pty Ltd

2.1b.9 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.9 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	3

2.1d.9 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.9 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.10 Organisation name?

Citycover (Aust) Pty Ltd

2.1b.10 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.10 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	3

2.1d.10 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)

- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
- Currently under development, please enter date this is due to be completed
- Insufficient resources/expertise
- Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
- Not a priority
- Other (provide details):

2.1g.10 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.11 Organisation name?

Comsure Insurance Brokers Pty Ltd

2.1b.11 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.11 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	4

2.1d.11 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
 - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.11 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.12 Organisation name?

Northlake Holdings Pty Ltd

2.1b.12 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.12 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	5

2.1d.12 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.12 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.13 Organisation name?

Finsura Insurance Broking (Australia) Pty Ltd

2.1b.13 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.13 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	1	2

2.1d.13 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.13 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.14 Organisation name?

InterRISK Australia Pty Ltd

2.1b.14 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.14 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	4

2.1d.14 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.14 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.15 Organisation name?

McNaughton Gardiner Insurance Brokers Pty Ltd

2.1b.15 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.15 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.15 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
 In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.15 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.16 Organisation name?

North Coast Insurance Brokers Pty Ltd

2.1b.16 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.16 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	3

2.1d.16 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
 In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.16 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.17 Organisation name?

Austagencies Pty Ltd

2.1b.17 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.17 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	4

2.1d.17 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.17 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.18 Organisation name?

ABFS (NSW) Pty Ltd

2.1b.18 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.18 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	1	3

2.1d.18 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):

In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.

- Not a priority
- Other (provide details):

2.1g.18 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.19 Organisation name?

ABFS (ACT) Pty Ltd

2.1b.19 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.19 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	3

2.1d.19 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
 - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.19 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.20 Organisation name?

ABFS (QLD) Pty Ltd

2.1b.20 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.20 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.20 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.20 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.21 Organisation name?

ABFS (WA) Pty Ltd

2.1b.21 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.21 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.21 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.21 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.22 Organisation name?

Austbrokers Professional Services Pty Ltd

2.1b.22 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.22 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.22 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.22 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.23 Organisation name?

ABFS (NSW-S) Pty Ltd

2.1b.23 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.23 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.23 Has a target been set to increase the representation of women on this governing body?

- Yes

No (you may specify why a target has not been set)

Governing body/board has gender balance (e.g. 40% women/40% men/20% either)

Currently under development, please enter date this is due to be completed

Insufficient resources/expertise

Do not have control over governing body/board appointments (provide details why):

In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.

Not a priority

Other (provide details):

2.1g.23 Are you reporting on any other organisations in this report?

Yes

No

2.1a.24 Organisation name?

Austbrokers Sydney Pty Ltd

2.1b.24 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.24 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.24 Has a target been set to increase the representation of women on this governing body?

Yes

No (you may specify why a target has not been set)

Governing body/board has gender balance (e.g. 40% women/40% men/20% either)

Currently under development, please enter date this is due to be completed

Insufficient resources/expertise

Do not have control over governing body/board appointments (provide details why):

In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.

Not a priority

Other (provide details):

2.1g.24 Are you reporting on any other organisations in this report?

Yes

No

2.1a.25 Organisation name?

AUB Group Services Pty Ltd

2.1b.25 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.25 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.25 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
 - Not a priority
 - Other (provide details):
AUB Group Limited has control over composition of the AUB Group Limited Board and in 2018 appointed another female director to its Board.

2.1g.25 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.26 Organisation name?

Austbrokers Trade Credit Pty Ltd

2.1b.26 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.26 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	1	1

2.1d.26 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.26 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.27 Organisation name?

ABFS (SA) Pty Ltd

2.1b.27 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.27 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	3

2.1d.27 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.27 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.28 Organisation name?

ABFS (VIC) Pty Ltd

2.1b.28 How many Chairs on this governing body?

	Female	Male
Number	0	0

2.1c.28 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	3

2.1d.28 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
In the AUB Group 'owner driver' model, AUB Group as the holdings company is the majority shareholder in the Partner's businesses, however allows the Partner to 'drive their own business'. This includes appointments to, and the composition of their company Board which is based on business owner shareholdings and not by performance, promotion or merit.
 - Not a priority
 - Other (provide details):

2.1g.28 Are you reporting on any other organisations in this report?

- Yes
- No

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal selection policy or formal selection strategy is in place)
- In place for some governing bodies
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body appointments (provide details why)
 - Not a priority
 - Other (provide details):

2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?

- Yes
- No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

3. Do you have a formal policy and/or formal strategy on remuneration generally?

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise

- Salaries set by awards/industrial or workplace agreements
- Non-award employees paid market rate
- Not a priority
- Other (provide details):

3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?

- Yes (provide details in question 3.2 below)
- No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
 - Currently under development, please enter date this is due to be completed
 - Salaries set by awards/industrial or workplace agreements
 - Insufficient resources/expertise
 - Non-award employees paid market rate
 - Not a priority
 - Other (provide details):

3.2 Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?

- To achieve gender pay equity
- To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)
- To be transparent about pay scales and/or salary bands
- To ensure managers are held accountable for pay equity outcomes
- To implement and/or maintain a transparent and rigorous performance assessment process
- Other (provide details):

4. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?

- Yes - the most recent gender remuneration gap analysis was undertaken:
 - Within last 12 months
 - Within last 1-2 years
 - More than 2 years ago but less than 4 years ago
 - Other (provide details):
- No (you may specify why you have not analysed your payroll for gender remuneration gaps)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
 - Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
 - Non-award employees paid market rate
 - Not a priority
 - Other (provide details):

4.01 You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).

4.1 Did you take any actions as a result of your gender remuneration gap analysis?

- Yes – indicate what actions were taken (select all applicable answers)
 - Created a pay equity strategy or action plan
 - Identified cause/s of the gaps
 - Reviewed remuneration decision-making processes
 - Analysed commencement salaries by gender to ensure there are no pay gaps
 - Analysed performance ratings to ensure there is no gender bias (including unconscious bias)

- Analysed performance pay to ensure there is no gender bias (including unconscious bias)
- Trained people-managers in addressing gender bias (including unconscious bias)
- Set targets to reduce any organisation-wide gaps
- Reported pay equity metrics (including gender pay gaps) to the governing body
- Reported pay equity metrics (including gender pay gaps) to the executive
- Reported pay equity metrics (including gender pay gaps) to all employees
- Reported pay equity metrics (including gender pay gaps) externally
- Corrected like-for-like gaps
- Conducted a gender-based job evaluation process
- Implemented other changes (provide details):
- No (you may specify why no actions were taken resulting from your remuneration gap analysis)
 - No unexplainable or unjustifiable gaps identified
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Salaries set by awards/industrial or workplace agreements
 - Non-award employees are paid market rate
 - Unable to address cause/s of gaps (provide details why):
 - Not a priority
 - Other (provide details):

4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5. A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?

- Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
 - By paying the gap between the employee's salary and the government's paid parental leave scheme
 - By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
 - As a lump sum payment (paid pre- or post- parental leave, or a combination)
 - No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY):
 - By paying the gap between the employee's salary and the government's paid parental leave scheme
 - By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
 - As a lump sum payment (paid pre- or post- parental leave, or a combination)
 - No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY):
 - By paying the gap between the employee's salary and the government's paid parental leave scheme
 - By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
 - As a lump sum payment (paid pre- or post- parental leave, or a combination)
 - No, not available (you may specify why this leave is not provided)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Government scheme is sufficient
 - Not a priority

Other (provide details):

5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:

12

5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.

5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?

• In your calculation, you **MUST INCLUDE CASUALS** when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

5.3 Please indicate whether your employer funded paid parental leave for primary carers covers:

- Adoption
- Surrogacy
- Stillbirth

6. A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

- Yes
- No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)
- No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY
- No (you may specify why employer funded paid parental leave for secondary carers is not paid)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Government scheme is sufficient
 - Not a priority
 - Other (provide details):

6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:

14

6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?

- In your calculation, you **MUST INCLUDE CASUALS** when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

6.3 Please indicate whether your employer funded paid parental leave for secondary carers covers:

- Adoption
- Surrogacy
- Stillbirth

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	0

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	27	1	0	0

8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?

- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0

8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?

- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	8	0

9. Do you have a formal policy and/or formal strategy on flexible working arrangements?

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Don't offer flexible arrangements
 - Not a priority
 - Other (provide details):

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

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
EOFY
 - Insufficient resources/expertise
 - Included in award/industrial or workplace agreement
 - Not a priority
 - Other (provide details):

11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?

- Yes
- No (you may specify why non-leave based measures are not in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority
 - Other (provide details):

11.1 Please select what support mechanisms are in place and if they are available at all worksites.

- **Where only one worksite exists, for example a head-office, select "Available at all worksites".**

- Employer subsidised childcare
 - Available at some worksites only
 - Available at all worksites
- On-site childcare
 - Available at some worksites only
 - Available at all worksites
- Breastfeeding facilities
 - Available at some worksites only
 - Available at all worksites
- Childcare referral services
 - Available at some worksites only
 - Available at all worksites
- Internal support networks for parents
 - Available at some worksites only
 - Available at all worksites
- Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
 - Available at some worksites only
 - Available at all worksites
- Information packs to support new parents and/or those with elder care responsibilities

- Available at some worksites only
- Available at all worksites
- Referral services to support employees with family and/or caring responsibilities
 - Available at some worksites only
 - Available at all worksites
- Targeted communication mechanisms, for example intranet/ forums
 - Available at some worksites only
 - Available at all worksites
- Support in securing school holiday care
 - Available at some worksites only
 - Available at all worksites
- Coaching for employees on returning to work from parental leave
 - Available at some worksites only
 - Available at all worksites
- Parenting workshops targeting mothers
 - Available at some worksites only
 - Available at all worksites
- Parenting workshops targeting fathers
 - Available at some worksites only
 - Available at all worksites
- None of the above, please complete question 11.2 below

12. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

- Yes (select all applicable answers)
 - Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Included in award/industrial or workplace agreements
 - Not aware of the need
 - Not a priority
 - Other (please provide details):

13. Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?

- Yes (select all applicable answers)
 - Employee assistance program (including access to a psychologist, chaplain or counsellor)
 - Training of key personnel
 - A domestic violence clause is in an enterprise agreement or workplace agreement
 - Workplace safety planning
 - Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
 - Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
 - Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
 - Access to unpaid leave
 - Confidentiality of matters disclosed
 - Referral of employees to appropriate domestic violence support services for expert advice
 - Protection from any adverse action or discrimination based on the disclosure of domestic violence
 - Flexible working arrangements
 - Provision of financial support (e.g. advance bonus payment or advanced pay)
 - Offer change of office location
 - Emergency accommodation assistance
 - Access to medical services (e.g. doctor or nurse)
 - Other (provide details):
- No (you may specify why no other support mechanisms are in place)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not aware of the need
 - Not a priority
 - Other (provide details):

14. Where any of the following options are available in your workplace, are those option/s available to both women AND men?

- flexible hours of work
- compressed working weeks
- time-in-lieu
- telecommuting
- part-time work
- job sharing
- carer's leave
- purchased leave
- unpaid leave.

Options may be offered both formally and/or informally.

For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

- Yes, the option/s in place are available to both women and men.
 No, some/all options are not available to both women AND men.

14.1 Which options from the list below are available? Please tick the related checkboxes.

- Unticked checkboxes mean this option is NOT available to your employees.

	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Compressed working weeks	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Time-in-lieu	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Telecommuting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Part-time work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job sharing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Carer's leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Purchased leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

14.3 You may specify why any of the above options are NOT available to your employees.

- Currently under development, please enter date this is due to be completed
 Insufficient resources/expertise
 Not a priority
 Other (provide details):
 The location of and the employee size of Partner companies are not always sufficient to support some of the practices listed above. Most roles for Managers and Non Managers are client servicing roles requiring attendance at office during normal business hours

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

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

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15. Have you consulted with employees on issues concerning gender equality in your workplace?

- Yes
- No (you may specify why you have not consulted with employees on gender equality)
- Not needed (provide details why):
 - Insufficient resources/expertise
 - Not a priority
 - Other (provide details):
In development

15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Included in award/industrial or workplace agreement
 - Not a priority
 - Other (provide details):

16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

- Yes
- No (you may specify why a grievance process is not included)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority
 - Other (provide details):

17. Do you provide training for all managers on sex-based harassment and discrimination prevention?

- Yes - please indicate how often this training is provided:
- At induction
 - At least annually
 - Every one-to-two years
 - Every three years or more
 - Varies across business units
 - Other (provide details):
- No (you may specify why this training is not provided)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority
 - Other (provide details):

17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

In undertaking the tasks to complete this report we have come to the view that AUB Group Limited is not the typical or "relevant entity" that the Workplace Gender Equality Act (WGEA) 2012 is targeting to implement important gender equality and workplace improvements and changes. And as a result some of the responses in this report are subject to distortions and inaccuracies.

The current WGE Agency reporting model works on the assumption that the reporting entity has the resources and ability to exert direct influence over its member businesses to be able to develop, implement, support and record change to gender equality objectives and effect real change. AUB Group Limited, however with its unique owner driver model does not have this ability and each of its businesses must undertake their own gender equality and workplace strategies according to their own needs and budget.

AUB Group Limited operates an 'owner driver' model whereby the listed Holding Company, AUB Group Limited, purchases shares (between 50-100%) in a variety of insurance businesses across Australia. These businesses are called Partners and the proprietors of these businesses retain the day to day management of the business along with a significant ownership stake.

At present there are 75 businesses collectively in the Network spread over 310 locations throughout Australia and New Zealand, both in city and in regional areas.

Also it is worth noting with this model that there is no direct career progression between the individual business Partners or to the Holding Company.

Factors creating distortions in reporting

1. Reporting distortions

AUB Group Limited is reporting only on those Partners where shareholding is greater than 51% therefore results are not representative of the Network as a whole, that is 26 of 75 businesses.

In reporting in aggregate for any question in the questionnaire section of the report if the answer is no for any one Partner, then the answer is no even if the answer is yes for all the other Partners.

2. No centralised functions

Contrary to most large corporates, AUB Group Limited does not have a centralised human resources or payroll function in place to collate the workplace profile information, or administer the gender policies; these are managed individually at each of the Partner businesses.

In addition, there are no systems in place to collate questionnaire information such as how many employees have used parental leave in the past 12 months.

Collecting this information from the Network has been manual and onerous.

3. No monitoring of gender equality policies across the Network

AUB Group Limited does provide template policies including Diversity and a Human Resources Policy to its Partners to modify for their use, however it does not implement and monitor supporting gender equality policies for the businesses in the whole network.

Under the AUB Group Limited model, the minority shareholders drive the business and therefore develop and implement the employee and workplace strategies including gender equality requirements. Factors which may influence implementation are varying levels of business profitability, location of business and number of staff. Therefore any gender and human resources policies and strategies made at the AUB Group Limited level may not always be adopted at the business level.

4. Gender Composition of Partner Boards

The gender composition of CEO roles and Board Member positions in each of these Partner businesses is nearly always determined by shareholdings and not by promotion or merit. In the report, the setting of any gender composition targets is not likely to have the desired effect.

Therefore implementing gender equality policies may not be effective in changing the gender composition of Partner Boards.

5. Diversity between Partner Businesses across the Network affects the ability of businesses to implement gender policies.
Regional vs city locations
Businesses in regional areas are subject

Gender composition proportions in your workplace

Important notes:

1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 57.3% females and 42.7% males.

Promotions

2. 65.5% of employees awarded promotions were women and 34.5% were men
 - i. 35.3% of all manager promotions were awarded to women
 - ii. 78.9% of all non-manager promotions were awarded to women.
3. 20.0% of your workforce was part-time and 1.8% of promotions were awarded to part-time employees.

Resignations

4. 55.1% of employees who resigned were women and 44.9% were men
 - i. 32.3% of all managers who resigned were women
 - ii. 60.3% of all non-managers who resigned were women.
5. 20.0% of your workforce was part-time and 12.6% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

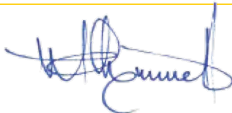
- i. 29.6% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A - managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

CEO sign off confirmation

Name of CEO or equivalent:

Michael Emmett

CEO signature:



Confirmation CEO has signed the report:



Date:

22 July 2020