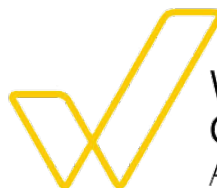




Australian Government



Workplace
Gender Equality
Agency



2022 - 23 Gender Equality Reporting

Submitted By:

AEROMETREX LIMITED 94153103925

#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: No

Other

Other: We do have a Diversity Policy. It is also included as part of the Remuneration and Nomination Charter.

Retention: No

Other

Other:

Performance management processes: No

Other

Other:

Promotions: No.

Other

Other:

Talent identification/identification of high potentials: NoOther

Other:

Succession planning: No

Other

Other:

Training and development: No

Other

Other:

Key performance indicators for managers relating to gender equality: NoOther

Other:

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

NoOther

Other: No formal policy but identified as one of the purposes and responsibilities of the Remuneration and Nomination Committee via its charter.

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

Governing Bodies

Organisation: AEROMETREX LIMITED

1.Name of the governing body: Aerometrex Ltd

2.Type of the governing body: Board of Directors

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
	0	4	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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

Selected value:

Other

Other value: focus on finding the right complimentary skill sets irrespective of gender.

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

Yes

Selected value: Policy

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

#Action on gender equality

Gender Pay Gaps

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

No

Other

Other:

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

31/03/2023

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

<p>N/A</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)?

No

Other

Other:

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>N/A</p>

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

NoOther

Other Details:

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

No

Other

Other:

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

Employees:

Yes

Date:31/08/2022

Shareholder:

Yes

Date:31/08/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?
- No
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>N/A</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: 2023-12-31

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: 2023-12-31

Flexible working is promoted throughout the organisation

No

Currently under development

Estimated Completion Date: 2023-12-31

Targets have been set for engagement in flexible work

No

Currently under development

Estimated Completion Date: 2023-12-31

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: 2023-12-31

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: 2023-12-31

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Currently under development

Estimated Completion Date: 2023-12-31

Targets have been set for men's engagement in flexible work

No
Other

Other:
Team-based training is provided throughout the organisation

No
Other

Other:
Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available

Job sharing: No

Other

Other: N/A

Part-time work: Yes

SAME options for women and men Informal options are available

Purchased leave: No

Other

Other:

Remote working/working from home: Yes

SAME options for women and men Formal options are available

Time-in-lieu: Yes

SAME options for women and men

Formal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting

periods?

No

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>N/A</p>

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

No

Currently under development

Estimated Completion Date: 2023-12-31

2. 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>N/A</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

Other:

- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Other

Other:

- 2.3. Breastfeeding facilities

No

Other

Other: Has been no need to provide to date

2.4. Childcare referral services

No

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

2.7. Internal support networks for parents

No

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

No

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

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

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No

2.13. On-site childcare

No

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.

<p>N/A</p>

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

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

Yes

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

All Managers:

No

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.

Relevant training programs in development in response to legislated changes to sexual harassment prevention in the workplace.

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

No

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

Other

Provide Details: Assessed case by case

Provision of financial support (e.g. advance bonus payment or advanced pay)

No

Flexible working arrangements

Yes

Offer change of office location

No

Other

Provide Details:

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

No

Other

Provide Details: Assessed case by case

Training of key personnel

No

Other

Provide Details:

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

No

Other

Provide Details:

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

No

Other

Provide Details:

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

Yes

Is the leave period unlimited?

No

How many days are provided? 10

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

No

Other

Provide Details: no enterprise/workplace agreement in place

Access to unpaid leave

Yes

Is the leave period unlimited?

No

How many days are provided?

10

Other: No

Provide Details:

Date Created: 26-06-2023

1. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

<p>N/A</p>