

## 2014-15 public report form submitted by Crown Melbourne Limited to the Workplace Gender Equality Agency

### Organisation and contact details

<b>Organisation registration</b>	<b>Legal name</b> <b>ABN</b> <b>ANZSIC</b>	<b>Crown Melbourne Limited</b> <b>46006973262</b> <b>9201 Casino Operation</b>
<b>Organisation details</b>	<b>Trading name/s</b> <b>ASX code (if relevant)</b> <b>Postal address</b>  <b>Organisation phone number</b>	<b>Crown Casino &amp; Crown Ltd</b>  <b>8 Whiteman Street</b> <b>SOUTHBANK VIC 3006</b> <b>Australia</b> <b>(03) 9292 8888</b>
<b>Reporting structure</b>	<b>Ultimate parent</b> <b>Number of employees covered in this report submission</b> <b>Other organisations reported on in this report</b>	<b>Crown Resorts Limited</b> <b>6,876</b>

# Workplace profile Manager

Date submitted: Unique report number: qy5yurmvp

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	0	1	1
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
Key management personnel	-1	Casual	0	0	0
		Full-time permanent	0	3	3
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
Other executives/General managers	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	4	6
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	6	21	27
		Full-time contract	1	0	1
Senior Managers	-2	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	11	15
Senior Managers	-2	Full-time contract	1	1	2
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	23	52	75
		Full-time contract	0	1	1
		Part-time permanent	1	0	1
		Part-time contract	1	0	1
		Casual	0	0	0
		Full-time permanent	0	0	0
Senior Managers	-3	Full-time permanent	2	0	2
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
Senior Managers	-4	Casual	0	0	0
		Full-time permanent	0	0	0
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
Senior Managers	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Senior Managers	-4	Casual	0	0	0
		Full-time permanent	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
Other managers	-3	Full-time permanent	0	5	5
		Full-time contract	0	3	3
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	50	112	162
		Full-time contract	5	4	9
		Part-time permanent	9	0	9
		Part-time contract	2	1	3
		Casual	0	0	0
	-5	Full-time permanent	81	158	239
		Full-time contract	4	2	6
		Part-time permanent	21	1	22
		Part-time contract	1	0	1
		Casual	0	1	1
<b>Grand total: all managers</b>			<b>215</b>	<b>381</b>	<b>596</b>

## 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	77	78	0	0	0	0	155
	Full-time contract	8	4	0	0	0	0	12
	Part-time permanent	11	1	0	0	0	0	12
	Part-time contract	1	0	0	0	0	0	1
Technicians and trade	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	105	0	0	0	1	106
	Full-time contract	0	3	0	0	0	0	3
	Part-time permanent	0	0	0	0	0	0	0
Community and personal service	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	825	1,371	0	0	0	0	2,196
	Full-time contract	38	10	0	0	0	0	48
Clerical and administrative	Part-time permanent	821	1,026	0	0	0	0	1,847
	Part-time contract	44	6	0	0	0	0	50
	Casual	451	490	0	0	0	0	941
	Full-time permanent	65	18	0	0	0	0	83
Sales	Full-time contract	18	1	0	0	0	0	19
	Part-time permanent	10	1	0	0	0	0	11
	Part-time contract	2	0	0	0	0	0	2
	Casual	3	0	0	0	0	0	3
Total	Full-time permanent	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
Total	Full-time contract	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
Total	Casual	0	0	0	0	0	0	0
	Total	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		
	Part-time contract	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0	0	0	0
	Full-time permanent	167	397	1	1	0	7	15	587	6280	
	Full-time contract	8	14	0	0	0	0	0	22		
Others	Part-time permanent	37	26	0	0	0	0	0	63		
	Part-time contract	3	0	0	0	0	0	0	3		
	Casual	41	74	0	0	0	0	0	115		
<b>Grand total: all non-managers</b>		<b>2,631</b>	<b>3,625</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>16</b>	<b>6,280</b>		

## Reporting questionnaire

### Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

#### 1.1 Recruitment?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

#### 1.2 Retention?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

#### 1.3 Performance management processes?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

#### 1.4 Promotions?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.5 Talent identification/identification of high potentials?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.6 Succession planning?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.7 Training and development?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.8 Resignations?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

1.9 Key performance indicators for managers relating to gender equality?

- Yes (you can select policy and/or strategy options)
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority

- 1.10 Gender equality overall?
- Yes (you can select policy and/or strategy options)
    - Standalone policy
    - Policy is contained within another policy
    - Standalone strategy
    - Strategy is contained within another strategy
  - No
  - No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:  
The recent establishment and roll-out of Crown's Australian Resorts Classification Framework was used to assist in slotting positions aligned to the WGEA criteria. Crown's Australian Resorts Classification Framework was completed in FY15 to optimise our approach to pay decisions, and to harmonise the distinction between career and salary levels across our properties. The new framework provides:

- A rigorous framework that delivers defensible pay outcomes;
- A consistent application of logic recognising relativities across positions to ensure the establishment and maintenance of internal pay equity ensuring like for like and level by level consistency; and
- A system which not only supports pay outcomes, but also identifies career, training and associated development pathways within Crown.

From this new framework, we will conduct a full pay equity analysis and address any issues, including any that relate to gender equality.

1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- 2 Does your organisation, or any organisation you are reporting on, have a governing body/board?
- Yes
  - No

2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the year the target is to be reached.

**IMPORTANT NOTE:** where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the 'Year to be reached' column.

Organisation name	Gender and NUMBER (NOT percentage) of chairperson/s	Gender and NUMBER (NOT percentage) of other board members	% target for representation of women on each board  (enter a percentage)	Year to be reached  (in YYYY format; if no



		F	M	F	M	number from (0-100)	target has been set, (leave blank)
1	Crown Resorts	0	1	2	8	0	
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							
27							
28							

29							
30							

2.1a If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE.  
 Yes, the data provided in question 2.1 reflect numbers not percentages.

2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below:  
 Governing body has gender balance (e.g. 40% women/40% men/20% either)  
 Currently under development  
 Insufficient human resources staff  
 Don't have expertise  
 Do not have control over board appointments (provide details why):  
 Not a priority  
 Other (provide details):  
 Crown Resorts set a target of at least 2 female board members and this was achieved in 2013.

2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report?  
 Yes  
 Standalone policy  
 Policy is contained within another policy  
 Standalone strategy  
 Strategy is contained within another strategy  
 No  
 No, in place for some governing bodies  
 No, currently under development  
 No, insufficient human resources staff  
 No, do not have control over board appointments (provide details why):  
 No, don't have expertise  
 No, not a priority  
 No, other (provide details):

2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.

	Full-time females	Part-time females	Full-time males	Part-time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men

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

- Yes
- Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, included in workplace agreement
  - No, don't have expertise
  - No, salaries set by awards or industrial agreements
  - No, non-award employees paid market rate
  - No, not a priority
  - No, other (provide details):

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

- Yes (provide details in questions 3.2 and/or 3.3 below)
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, salaries set by awards or industrial agreements
  - No, non-award employees are paid market rate
  - No, not a priority
  - No, other (provide details):  
Crown Resorts has a combination of employees paid by Awards, Enterprise Agreement, or non-Award and non-Enterprise Agreement employees are paid at the 50th percentile of the market rate. There are also formal and defined procedures for remuneration practice, and full documentation on all decisions.

4 Has a gender remuneration gap analysis been undertaken?

- Yes. When was the most recent gender remuneration gap analysis undertaken?
- Within last 12 months
  - Within last 1-2 years
  - More than 2 years ago but less than 4 years ago
  - Other (provide details):
- No
- No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
  - No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
  - No, non-award employees are paid market rate
  - No, not a priority
  - No, other (provide details):

4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below:

4.1 Were any actions taken as a result of your gender remuneration gap analysis?

Yes - please indicate what actions were taken (more than one option can be selected):

- 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 like-for-like gaps
- Set targets to reduce any organisation-wide gaps
- Reported pay equity metrics to the board
- Reported pay equity metrics to the executive
- Corrected like-for-like gaps
- Conducted a gender-based job evaluation process
- Implemented other changes (provide details):

No

No unexplainable or unjustifiable gaps identified

No, currently under development

No, insufficient human resources staff

No, don't have expertise

No, salaries set by awards or industrial agreements

No, non-award employees are paid market rate

No, unable to address cause/s of gaps (provide details why):

No, not a priority

No, other (provide details):

4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:

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

5 Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?

Yes

No

No, currently being considered

No, insufficient human resources staff

No, government scheme is sufficient

No, don't know how to implement

No, not a priority

No, other (provide details):

6 Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?

Yes, one week or greater

- Yes, less than one week
- No
- No, currently being considered
- No, insufficient human resources staff
- No, government scheme is sufficient
- No, don't know how to implement
- No, not a priority
- No, other (provide details):

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

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	15	0	0	10
Non-managers	101	0	6	76

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

	Primary carer's leave	Secondary carer's leave
%	0	0

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

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, included in workplace agreement
  - No, don't have expertise
  - No, don't offer flexible arrangements
  - No, not a priority
  - No, other (provide details):

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

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, included in workplace agreement
  - No, don't have expertise
  - No, don't offer flexible arrangements
  - No, not a priority
  - No, other (provide details):

11 Do you have any non-leave based measures to support employees with family and caring responsibilities?

- Yes
- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

11.1 To understand where these measures are available, do you have other worksites in addition to your head office?

- Yes
- No

11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'):

- Employer subsidised childcare
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- On-site childcare
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- Breastfeeding facilities
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- Childcare referral services
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- Internal support network for parents
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- Return to work bonus
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- Information packs to support new parents and/or those with elder care responsibilities
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- Referral services to support employees with family and/or caring responsibilities
  - Head office only
  - Other worksites only
  - Head office and some other worksites
  - All worksites including head office
- Targeted communication mechanisms, for example intranet/forums
  - Head office only
  - Other worksites only
  - Head office and some other worksites

- All worksites including head office
- None of the above, please complete question 11.3 below

11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:

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

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
- No, currently under development
- No, insufficient human resources staff
- No, included in workplace agreement
- No, not aware of the need
- No, don't have expertise
- No, not a priority
- No, other (provide details):

13 Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence?

- Yes - please indicate the type of measures in place (more than one option can be selected):
  - Employee assistance program
  - Access to leave
  - Training of human resources (or other) staff
  - Referral to support services
  - Other (provide details):  
Chaplaincy service onsite, trained personnel who have provided liaison with police in regards to legal measures, and we provide a safe and secure workplace through training Security staff on how to handle these situations.
- No
- No, currently under development
- No, insufficient human resources staff
- No, not aware of the need
- No, don't have expertise
- No, not a priority
- No, other (provide details):

14 Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Compressed working weeks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Time-in-lieu	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Job sharing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<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"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Purchased leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unpaid leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:

Crown Melbourne provides a couples roster whereby employee couples are able to request to have their rosters amended to allow them to be either rostered on at the same time, or at different time to ensure one member of the employee couple is at home for caring responsibilities.

14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:

- Currently under development
- Insufficient human resources staff
- Don't have expertise
- Not a priority
- Other (provide details):

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

Please note, in relation to question 11.2, over 95% of employees work at the head office.

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

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

- Yes
- No
- No, not needed (provide details why):

- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)?

- Survey
- Consultative committee or group
- Focus groups
- Exit interviews
- Performance discussions
- Other (provide details):



As well as through our Crown Employee Consultative Committee, we have held sessions with Human Resources employees to address the issues and educate them specifically on the WGEA Report and Compliance.

15.2 What categories of employees did you consult?

- All staff
- Women only
- Men only
- Human resources managers
- Management
- Employee representative group(s)
- Diversity committee or equivalent
- Women and men who have resigned while on parental leave
- Other (provide details):

15.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below:

Gender equality indicator 6: Sex-based harassment and discrimination

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

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, included in workplace agreement
  - No, don't have expertise
  - No, not a priority
  - No, other (provide details):

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

- Yes
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority
  - No, other (provide details):

17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?

- Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected):
  - At induction
  - At least annually
  - Every one-to-two years
  - Every three years or more
  - Varies across business units

Other (provide details):

- No
- No, currently under development
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:

Other

18 Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

## Notification and access

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List of employee organisations	United Voice Union, Electrical Trades Union, Plumbing Trades Employees Union, and Construction Forestry Mining & Energy Union.
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## CEO sign off confirmation

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Name of CEO or equivalent	Barry Felstead
Confirmation CEO has signed the report	Yes

CEO Signature:

Date: 25/5/2015



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