

23 June 2015

The Manager Company Announcements Platform Australian Stock Exchange Ltd

Workplace Gender Equality Reporting

E&A Limited **(EAL)** advises that it has lodged its report with the Workplace Gender Equality Agency for the 2014-15 period.

The Workplace Gender Equality Agency is an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces. It is established by the *Workplace Gender Equality Act* 2012 (Act) and the Agency administers the Act.

EAL's report may be accessed at www.wgea.gov.au/public-reports-0

For further information:

Stephen YoungExecutive Chairman

Ph: +61 8 8212 2939





2014-15 public report form submitted by E & A Limited to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	E & A Limited 22088588425 6419 Other Auxiliary Finance and Investment Services
Organisation details	Trading name/s ASX code (if relevant)	E & A Limited EAL
	Postal address	GPO BOX 1273 ADELAIDE SA 5001 AUSTRALIA
	Organisation phone number	0884620908
Reporting structure	Ultimate parent Number of employees covered in this report submission	E & A Limited 710
	Other organisations reported on in this report	Ottoway Engineering Pty Ltd Ice Engineering & Construction Pty Ltd Ottoway Fabrication Pty Ltd Fabtech Australia Pty Ltd Quarry & Mining Manufacture Pty Ltd Blucher (Australia) Pty Ltd Heavymech Pty Ltd Equity & Advisory Ltd Tasman Power Holdings Pty Ltd



Workplace profile Manager

:	:			ž	No of employees
Manager occupational categories	Reporting level to CEO	Employment status	Ь	M	Total employees
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	7	7
		Full-time contract	0	0	0
Key management personnel	-	Part-time permanent	0	3	3
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	20	21
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	0	1	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	23	27
		Full-time contract	0	0	0
Other managers	٤-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	1	0	1
Grand total: all managers			9	56	62

Page 2 of 17



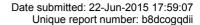
Non-manager

employees Total ~ No. of apprentices (if applicable) No. of graduates (if applicable) No. of employees (excluding graduates and ∞ apprentices) Full-time contract Full-time contract permanent Full-time contract Full-time contract Full-time contract Employment status Full-time permanent Part-time permanent Part-time permanent permanent Part-time contract Part-time permanent permanent permanent permanent permanent Part-time contract Part-time contract Part-time Part-time Part-time contract Full-time Full-time Full-time Full-time Casual Casual Casual Casual Non-manager occupational Clerical and administrative Community and personal service Technicians and trade categories Professionals Sales



Employment
F
Part-time 0 contract
Casual 0
Full-time 0 permanent
Full-time contract 0
Part-time 0
Part-time 0 contract
Casual 0
Full-time 0 permanent
Full-time contract
Part-time 0 permanent
Part-time 0 contract
Casual 0
Full-time 0 permanent
Full-time contract 0
Part-time 0 permanent
Part-time 0 contract
Casual 0
52

Page 4 of 17







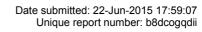
Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

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

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

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: E&A Limited has a strong focus on providing equal opportunity in every aspect of dealing with our people. The gender mix of our business reflects the gender mix across the industries in which we operate, Our policy framework promotes increasing the female mix across the workforce where candidates or employees have equal skills and experience. We will hire, train and promote the most suitable people.
1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:
Gender equality indicator 2: Gender composition of governing bodies
Does your organisation, or any organisation you are reporting on, have a governing body/board? ☐ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place, 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

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	NUM (N percen	er and 1BER OT tage) of erson/s	NUMBE percen other	Gender and NUMBER (NOT percentage) of other board members % targ represe of won each		Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
1	E&A Limited	0	1	0	4	20	2020
2							
3							





	Organisation name	NUM (N percen	er and 1BER OT tage) of erson/s	NUMBE percen other	ler and ER (NOT ltage) of board nbers	% target for representation of women on each board	Year to be reached
	Hame	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							
27							





	Organisation	NUM (N percen	er and IBER OT tage) of erson/s	percentage) of other board		% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
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):Target set
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 expertiseNo, not a priorityNo, 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.

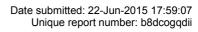




	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

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?
 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): No differentiation between males and females
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):
4.2 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):
5.1 Please indicate the number of weeks of employer funded parental leave that are provided for primary carers.
5.2 How is employer funded paid parental leave 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)
Do you provide employer funded paid parental leave for SE CONDARY 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):
6.2 Please indicate the number of days of employer funded parental leave that are provided for secondary carers.



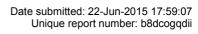


7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?

atilioca parcintaricave	paid anator angular daring the past reporting period:			
	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	0
Non-managers	2	0	0	0

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

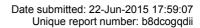
	Primary carer's leave	Secondary carer's leave
%	100	100
9 ⊠ Yes		strategy on flexible working arrangements?
<u> </u>	∑ Standalone policy	
	Policy is contained within another p	olicy
	Standalone strategy	a stanta au
□No	Strategy is contained within anothe	r strategy
_	currently under development	
	insufficient human resources staff	
	included in workplace agreement	
	don't have expertise	
	don't offer flexible arrangements not a priority	
	other (provide details):	
_ ′	,	
10 caring	Do you have a formal policy or formal responsibilities?	strategy to support employees with family and
Yes		
	☐ Standalone policy	aliav
	☑ Policy is contained within another p☑ Standalone strategy	olicy
	Strategy is contained within anothe	r strategy
☐ No	_	3,
	currently under development	
	insufficient human resources staff	
	included in workplace agreement don't have expertise	
	don't offer flexible arrangements	
☐ No,	not a priority	
☐ No,	other (provide details):	
11		asures to support employees with family and
	responsibilities?	
⊠ Yes	•	
=	currently under development	
☐ No,	insufficient human resources staff	
	don't have expertise	
	not a priority	
□ 110,	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
44.0 Places to the form and to the second to the second the second the second to
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
<i>-</i>
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:
Support as required on a case-by-case basis.
11 -4
Do you have a formal policy or formal strategy to support employees who are
experiencing family or domestic violence?



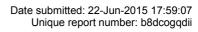




⊠ Yes
☐ Standalone policy
oxtimes Policy is contained within another policy
Standalone strategy
Strategy is contained within another strategy
∐No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, not aware of the need
No, don't have expertise
□ No, not a priority
☐ No, other (provide details):
Other than a policy or strategy, do you have any measures to support employees who
are experiencing family or domestic violence?
Yes - please indicate the type of measures in place (more than one option can be
selected):
☐ Employee assistance program
☐ Access to leave
☐ Training of human resources (or other) staff
☐ Referral to support services
Other (provide details):
□ No
No, currently under development
No, insufficient human resources staff
No, not aware of the need
□ No, don't have expertise
☐ No, not a priority
No, other (provide details):

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 Male Female Male Female Formal Informal Formal Informal Formal Informal Formal Informal Flexible hours \boxtimes \boxtimes of work Compressed working weeks \boxtimes \boxtimes Time-in-lieu Telecommuting \boxtimes \boxtimes \boxtimes \boxtimes Part-time work Job sharing \boxtimes \boxtimes \boxtimes \boxtimes Carer's leave Purchased leave \boxtimes \boxtimes \boxtimes \boxtimes Unpaid leave

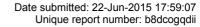






14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:
14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: ☐ Currently under development ☐ Insufficient human resources staff ☐ Don't have expertise ☐ Not a priority ☐ Other (provide details):
14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below:
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace
15 Have you consulted with employees on issues concerning gender equality in your workplace? Yes No No, not needed (provide details why):
 No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
15.3 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, currently under development
☒ No, insufficient human resources staff☒ No, included in workplace agreement
☐ No, don't have expertise
No, not a priorityNo, other (provide details):

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



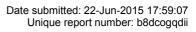




☐ Yes - please indicate how often this training is provided ('At induction' AND one of the
other options can be selected):
☐ At induction
☐ At least annually
☐ E very one-to-two years
☐ Every three years or more
☐ Varies across business units
Other (provide details):
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
No, other (provide details):
17.1 Should you wish to provide additional information on any of your responses under
Gender equality indicator 6, please do so below:

Other

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







Notification and access

List of employee organisations				
CEO sign off confirmation				
Name of CEO or equivalent	Stephen Young			
Confirmation CEO has signed the report	Yes			
CEO Signature:	Date:			