





OFFICIAL

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the Workplace Gender Equality Act 2012 (the Act) for the 2024-25 Gender Equality Reporting program:

- Servcorp Mount Street Pty Ltd (ABN: 69102643621)
- Servcorp Administration Pty Ltd (ABN: 65102643667)
- Servcorp Gateway Pty Ltd (ABN: 88102643701)
- Servcorp Melbourne 27 Pty Ltd (ABN: 82102643738)
- Servcorp Sydney Virtual Pty Ltd (ABN: 61102643649)
- Servcorp Mlc Centre Pty Ltd (ABN: 86102643756)
- Servcorp Brisbane Pty Ltd (ABN: 67102643612)
- Servcorp Sydney 22 Pty Ltd (ABN: 79141477134)
- Servcorp Southbank Pty Ltd (ABN: 99145378632)
- Servcorp Perth Pty Ltd (ABN: 94106341815)
- Servcorp Sa 30 Pty Ltd (ABN: 64130565178)
- Servcorp Norwest Pty Ltd (ABN: 67127239785)
- Servcorp William Street Pty Ltd (ABN: 80102643729)
- Servcorp (North Ryde) Pty Ltd (ABN: 87092669022)
- Servcorp It Pty Ltd (ABN: 67102643676)
- Servcorp Brisbane 400 Pty Ltd (ABN: 25145072055)
- Servcorp Communications Pty Ltd (ABN: 69102643685)
- Servcorp Market Street Pty Ltd (ABN: 85118781409)
- Servcorp Barangaroo Pty Ltd (ABN: 71102643694)
- Servcorp Hobart Pty Ltd (ABN: 48143254577)
- Servcorp Chifley 29 Pty Ltd (ABN: 88102643765)
- Servcorp Parramatta Pty Ltd (ABN: 61123707273)
- Servcorp Melbourne Virtual Pty Ltd (ABN: 63102643658)
- Servcorp Melbourne 19 Pty Ltd (ABN: 40103547968)
- Servcorp Nishi Canberra Pty Ltd (ABN: 93666430119)
- Servcorp Realm Pty Ltd (ABN: 43666428744)
- Servcorp Western Australia Pty Ltd (ABN: 20128615716)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting program..

Kind regards

Many Wooldendys





Employer Public Report

Contents

Public Reports

Workplace Overview

Action on Gender Equality

Flexible Work

Employee Support for Parents and Carers

Harm Prevention

Submitted By:

Servcorp Mount Street Pty Ltd 69102643621; Servcorp Administration Pty Ltd 65102643667; Servcorp Gateway Pty Ltd 88102643701; Servcorp Melbourne 27 Pty Ltd 82102643738; Servcorp Sydney Virtual Pty Ltd 61102643649; Servcorp Mlc Centre Pty Ltd 86102643756; Servcorp Brisbane Pty Ltd 67102643612; Servcorp Sydney 22 Pty Ltd 79141477134; Servcorp Southbank Pty Ltd 99145378632; Servcorp Perth Pty Ltd 94106341815; Servcorp Sa 30 Pty Ltd 64130565178; Servcorp Norwest Pty Ltd 67127239785; Servcorp William Street Pty Ltd 80102643729; Servcorp (North Ryde) Pty Ltd 87092669022; Servcorp It Pty Ltd 67102643676; Servcorp Brisbane 400 Pty Ltd 25145072055; Servcorp Communications Pty Ltd 69102643685; Servcorp Market Street Pty Ltd 85118781409; Servcorp Barangaroo Pty Ltd 71102643694; Servcorp Hobart Pty Ltd 48143254577; Servcorp Chifley 29 Pty Ltd 88102643765; Servcorp Parramatta Pty Ltd 61123707273; Servcorp Limited 97089222506; Servcorp Melbourne Virtual Pty Ltd 63102643658; Servcorp Melbourne 19 Pty Ltd 40103547968; Servcorp Nishi Canberra Pty Ltd 93666430119; Servcorp Realm Pty Ltd 43666428744; Servcorp Western Australia Pty Ltd 20128615716





Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report Questionnaire
- Public Report Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the Workplace Gender Equality Act 2012 (the Act).

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on <u>Notification and Access requirements</u>.

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on **Gender Equality Standards**.



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal stratege equality in the workplace?	jies in place that support gender
No	
1.2 Do you have a formal policy and/or formal strategorganisation?	gy on diversity and inclusion in you
No	
1.3 Does your organisation have any targets to addre workplace?	ss gender equality in your
No	



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

on/s' g	b	body or bodies.
nt Stree		
s gove · Equal	-	ly also reported in a different submission ting?
gover	/?	?
ody do	rg	rganisation have?
	٠.	
in the (ן נ	j body and who holds the predominant Ch
Fema		Male (M)
0		1
1		1
		al strategies in place to support and achie
nisatio	П	ning body?
govern	h	have limits on the terms of its Chair and/



G. Has a target been set or	the representation	of women on this governing body?
No		
L. Do you have a formal no	liov and/or formal a	strategy on diversity and inclusion for this
organisation's governing b		strategy on diversity and inclusion for this
No		
Organisation: Servcorp Adn	ninistration Pty Ltd	
A. To your knowledge, is the group for this year's Gende	• •	also reported in a different submission g?
No		
B. What is the name of you	r governing body?	
Servcorp Limited		
C. What type of governing	body does this orga	nisation have?
Board of Directors		
D. Haw many mambara are	in the governing bo	ody and who holds the predominant Chair
D. How many members are		
position?		
<u>-</u>	Female (F)	Male (M)
<u>-</u>	Female (F)	Male (M)

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?



F. Does this organi Members?	sation's governing body have	e limits on the terms of its Chair and/ or
No		
G. Has a target bee	en set on the representation o	of women on this governing body?
No		
H. Do you have a foorganisation's gov		rategy on diversity and inclusion for this
No		
Organisation: Serve	corp Gateway Pty Ltd	
A. To vour knowled	dge. is this governing body al	so reported in a different submission
_	's Gender Equality Reporting	
No		
B. What is the nam	ne of your governing body?	
Servcorp Limited		
C. What type of go	verning body does this organ	isation have?
Board of Directors	g,g	
D. How many mem position?	bers are in the governing boo	dy and who holds the predominant Chair
	Female (F)	Male (M)
Chair	0	1



Members (excluding chairs)

1

1

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?				
No				
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?				
No				
G. Has a target been set on the representation of women on this governing body?				
No				
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this				
organisation's governing body?				
No				
Organisation: Servcorp Melbourne 27 Pty Ltd				
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?				
No				
B. What is the name of your governing body?				
Servcorp Limited				
C. What type of governing body does this organisation have?				
Board of Directors				
D. How many members are in the governing body and who holds the predominant Chair				



position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	1

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?
No
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?
No
G. Has a target been set on the representation of women on this governing body?
No
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this
organisation's governing body?
No
Organisation: Servcorp Sydney Virtual Pty Ltd
A. To your knowledge, is this governing body also reported in a different submission
group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Servcorp Limited



Board of Directors			
22.3 3. 211301010			
). How many mambars ar	o in the governing had	y and who holds the predominar	t Chai
oosition?	e in the governing bod	y and who holds the predominal	it Cilai
	Female (F)	Male (M)	
Chair	0	1	
Members (excluding chairs)	1	1	
Do you have formal poli	cies and/or formal str	ategies in place to support and a	chieve
gender equality in this org			
	g	,.	
No			
. Does this organisation's	s governing body have	limits on the terms of its Chair	and/ o
. Does tills organisation (Members?	governing body nave	inities on the terms of its ontin	uiiu, o
No			
G. Has a target been set o	n the representation o	f women on this governing body	?
_	n the representation o	f women on this governing body	?
_	n the representation o	f women on this governing body	?
•	n the representation o	f women on this governing body	?
•	n the representation o	f women on this governing body	?
•	n the representation o	f women on this governing body	?
_	n the representation o	f women on this governing body	?
No			
No H. Do you have a formal pe	olicy and/or formal st	f women on this governing body	
No H. Do you have a formal pe	olicy and/or formal st		
No H. Do you have a formal pe organisation's governing b	olicy and/or formal st		
No H. Do you have a formal pe organisation's governing b	olicy and/or formal st		
No H. Do you have a formal pe organisation's governing b	olicy and/or formal st		
No H. Do you have a formal pe organisation's governing b	olicy and/or formal st		
No	olicy and/or formal st		
No H. Do you have a formal pe organisation's governing b	olicy and/or formal str body?		



group for this year's Gender Equality Reporting?

No			
B. What is the name of you	r governing body?		
Servcorp Limited			
C. What type of governing	body does this organ	isation have?	
Board of Directors	, g		
D. How many members are position?	in the governing boo	ly and who holds the predo	minant Chair
	Female (F)	Male (M)	
Chair	0	1	
Members (excluding chairs)	1	1	
F. Does this organisation's Members?	governing body have	e limits on the terms of its (Chair and/ or
G. Has a target been set or No	ı the representation o	of women on this governing	body?
H. Do you have a formal po organisation's governing b		rategy on diversity and incl	usion for this



•		so reported in a different sub	mission
group for this year's Ge	nder Equality Reporting	?	
No			
B. What is the name of y	our governing body?		
Servcorp Limited			
C. What type of governi	ng body does this orgar	isation have?	
Board of Directors			
D. How many members position?	are in the governing bo	dy and who holds the predom	inant Chair
	Female (F)	Male (M)	
Chair	^		
Members (excluding chairs)	1	1 1	
Members (excluding chairs) E. Do you have formal possible and the second control of the	1 olicies and/or formal st	1 rategies in place to support a	nd achieve
Members (excluding chairs)	1 olicies and/or formal st	1 rategies in place to support a	nd achieve
Members (excluding chairs) E. Do you have formal population of the population of th	olicies and/or formal st organisation's governing	1 rategies in place to support a	
Members (excluding chairs) E. Do you have formal pegender equality in this of the second sec	olicies and/or formal st organisation's governing	1 rategies in place to support a g body?	
Members (excluding chairs) E. Do you have formal properties of the properties of th	olicies and/or formal st organisation's governing	1 rategies in place to support a g body?	
Members (excluding chairs) E. Do you have formal population of the population of th	olicies and/or formal st organisation's governing	rategies in place to support ag body?	nair and/ o
Members (excluding chairs) E. Do you have formal pagender equality in this of the control of th	olicies and/or formal st organisation's governing	1 rategies in place to support a g body?	nair and/ o
Members (excluding chairs) E. Do you have formal population of the population of th	olicies and/or formal st organisation's governing	rategies in place to support ag body?	nair and/ or
Members (excluding chairs) E. Do you have formal pagender equality in this of the control of th	olicies and/or formal st organisation's governing	rategies in place to support ag body?	nair and/ or



organisation's governing b			
lo			
Organisation: Servcorp Syc	dney 22 Pty Ltd		
A. To your knowledge, is tl group for this year's Gend			submission
No			
B. What is the name of you	ur governing body?		
Servcorp Limited			
C. What type of governing	body does this organ	isation have?	
Board of Directors			
•	e in the governing bo	dy and who holds the pred	ominant Chai
•	e in the governing bo	dy and who holds the pred	ominant Chai
position? Chair			ominant Chai
position?	Female (F)	Male (M)	ominant Chai
chair	Female (F)	Male (M)	ominant Chai
Chair Members (excluding chairs) E. Do you have formal policy	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to suppo	
Chair Members (excluding chairs) E. Do you have formal policement of the policement	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to suppo	
Chair Members (excluding chairs) E. Do you have formal policement equality in this org	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to suppo	
Chair Members (excluding chairs) E. Do you have formal police gender equality in this org	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to suppo	
Chair Members (excluding chairs) E. Do you have formal police gender equality in this org	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to suppo	
Chair Members (excluding chairs) E. Do you have formal poligender equality in this org	Female (F) 0 1 cies and/or formal st panisation's governing	Male (M) 1 1 rategies in place to suppo body?	rt and achieve
Chair Members (excluding chairs) E. Do you have formal policement equality in this org	Female (F) 0 1 cies and/or formal st panisation's governing	Male (M) 1 1 rategies in place to suppo body?	rt and achieve
Chair Members (excluding chairs) E. Do you have formal policement equality in this org	Female (F) 0 1 cies and/or formal st panisation's governing	Male (M) 1 1 rategies in place to suppo body?	rt and achieve
Chair Members (excluding chairs) E. Do you have formal policement equality in this org	Female (F) 0 1 cies and/or formal st panisation's governing	Male (M) 1 1 rategies in place to suppo body?	rt and achieve
Chair Members (excluding chairs) E. Do you have formal policement equality in this orgender equality in this orgender. F. Does this organisation's Members?	Female (F) 0 1 cies and/or formal st panisation's governing stody have	Male (M) 1 1 rategies in place to suppo g body? e limits on the terms of its	rt and achieve
	Female (F) 0 1 cies and/or formal st panisation's governing stody have	Male (M) 1 1 rategies in place to suppo g body? e limits on the terms of its	rt and achieve



H. Do you have a formal porganisation's governing b		rategy on diversity and inclusion for this
No		
Organisation: Servcorp Sou	uthbank Pty Ltd	
A. To your knowledge, is t group for this year's Gend		so reported in a different submission ?
No		
B. What is the name of you	ur governing body?	
Servcorp Limited		
C. What type of governing	body does this organi	isation have?
Board of Directors		
D. How many members are position?	e in the governing bod	ly and who holds the predominant Chair
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	1
E. Do you have formal poli gender equality in this org		rategies in place to support and achieve body?
No		
F. Does this organisation's Members?	s governing body have	e limits on the terms of its Chair and/ or
No		



n the representation o	of women on this governing body?
olicy and/or formal st oody?	rategy on diversity and inclusion for thi
th Ptv I td	
iii ty Lta	
hie governing hody al	so reported in a different submission
• •	•
ır governing body?	
governing body.	
	ination have?
body does this organ	isation nave?
e in the governing boo	ly and who holds the predominant Chai
Female (F)	Male (M)
0	1
	olicy and/or formal stoody? th Pty Ltd his governing body alser Equality Reporting? ur governing body? body does this organication in the governing body

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?



F. Does this orga Members?	nisation's governing body have	e limits on the terms of its Chair and/ or
No		
G. Has a target be	een set on the representation o	of women on this governing body?
No		
	6	
organisation's go		rategy on diversity and inclusion for this
No		
Organication: Sor	vcorp Sa 30 Pty Ltd	
Organisation. Ser	veorp 3a 30 Fty Ltu	
	edge, is this governing body al ar's Gender Equality Reporting	so reported in a different submission ?
No		
	me of your governing body?	
Servcorp Limited		
C. What type of g	overning body does this organ	isation have?
Board of Directors	S	
D. How many me	mbers are in the governing boo	ly and who holds the predominant Chair
position?	.	,
	Female (F)	Male (M)
Chair	0	1



Members (excluding chairs)

1

1

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?
No
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?
No
G. Has a target been set on the representation of women on this governing body?
No
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this
organisation's governing body?
No
Organisation: Servcorp Norwest Pty Ltd
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?
No
B. What is the name of your governing body?
Servcorp Limited
C. What type of governing body does this organisation have?
Board of Directors
D. How many members are in the governing body and who holds the predominant Chair



position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	1

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?
No
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?
No
G. Has a target been set on the representation of women on this governing body?
No
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?
No
Organisation: Servcorp William Street Pty Ltd
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

B. What is the name of your governing body?

Servcorp Limited



	body does this organi	Sation nave.	
Board of Directors			
D. How many members are position?	e in the governing bod	y and who holds the predom	inant Chair
	Female (F)	Male (M)	
Chair	0	1	
Members (excluding chairs)	1	1	
-		ategies in place to support a	nd achieve
gender equality in this org	anisation's governing	body?	
No			
F. Does this organisation's Members?	s governing body have	limits on the terms of its C	hair and/ or
No			
G. Has a target been set o	n the representation o	f women on this governing b	oody?
No			
H. Do you have a formal pe		rategy on diversity and inclu	sion for this
H. Do you have a formal po organisation's governing b		rategy on diversity and inclu	sion for this
H. Do you have a formal po organisation's governing b		rategy on diversity and inclu	sion for this
H. Do you have a formal po organisation's governing b		rategy on diversity and inclu	sion for this
		ategy on diversity and inclu	sion for this
H. Do you have a formal po organisation's governing b	oody?	rategy on diversity and inclu	sion for this



group for this year's Gender Equality Reporting?

No			
B. What is the name of you	r governing body?		
Servcorp Limited			
C. What type of governing	body does this organ	sation have?	
Board of Directors			
D. How many members are position?	in the governing boo	ly and who holds the predor	minant Chair
	Female (F)	Male (M)	
Chair	0	1	
Members (excluding chairs)	1	1	
F. Does this organisation's Members?	governing body have	e limits on the terms of its (Chair and/ or
G. Has a target been set or No	n the representation o	f women on this governing	body?



	is this governing body a ender Equality Reporting	so reported in a different su ?	DMISSION
No			
B. What is the name of	your governing body?		
Servcorp Limited			
C. What type of governi	ing body does this orgal	nisation have?	
Board of Directors			
D. How many members position?	are in the governing bo	dy and who holds the predoi	minant Chair
	Female (F)	Male (M)	
Chair	Female (F)	Male (M)	
Members (excluding chairs) E. Do you have formal p	0	1 1 rategies in place to support	and achieve
Members (excluding chairs) E. Do you have formal p	0 1 policies and/or formal st	1 1 rategies in place to support	and achieve
Members (excluding chairs) E. Do you have formal p gender equality in this o	0 1 policies and/or formal st organisation's governin	1 1 rategies in place to support	
Members (excluding chairs) E. Do you have formal p gender equality in this o	0 1 policies and/or formal st organisation's governin	1 1 rategies in place to support g body?	
Members (excluding chairs) E. Do you have formal p gender equality in this of No F. Does this organisation Members?	oolicies and/or formal storganisation's governin	1 1 rategies in place to support g body?	Chair and/ o
Members (excluding chairs) E. Do you have formal p gender equality in this of No F. Does this organisation Members?	oolicies and/or formal storganisation's governin	1 rategies in place to support g body? e limits on the terms of its (Chair and/ or
Members (excluding chairs) E. Do you have formal progender equality in this of the second se	oolicies and/or formal storganisation's governin	1 rategies in place to support g body? e limits on the terms of its (Chair and/ or



	ody?		
No			
Organisation: Servcorp Bris	sbane 400 Pty Ltd		
A. To your knowledge, is the group for this year's Gende		so reported in a different subr	mission
No			
B. What is the name of you	ır governing body?		
Servcorp Limited			
C. What type of governing	body does this organ	nisation have?	
Board of Directors	, ,		
D. How many members are	a in the anverning ho	dy and who holds the predomi	nant Chair
D. How many members are position?		dy and who holds the predomi	nant Chair
	Female (F)	dy and who holds the predomi Male (M)	nant Chair
position?	Female (F)	Male (M)	nant Chair
position? Chair	Female (F)	Male (M)	nant Chair
Chair Members (excluding chairs) E. Do you have formal police	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to support ar	
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this org	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to support ar	
Chair Members (excluding chairs) E. Do you have formal police	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to support ar	
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this org	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to support ar	
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this org	Female (F) 0 1 cies and/or formal st	Male (M) 1 1 rategies in place to support ar	
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this organisation's	Female (F) 0 1 cies and/or formal stanisation's governin	Male (M) 1 1 rategies in place to support ar	nd achieve
Chair Members (excluding chairs) E. Do you have formal police gender equality in this org	Female (F) 0 1 cies and/or formal stanisation's governin	Male (M) 1 1 rategies in place to support arg body?	nd achieve
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this organisation's Members?	Female (F) 0 1 cies and/or formal stanisation's governin	Male (M) 1 1 rategies in place to support arg body?	nd achieve
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this organisation's Members?	Female (F) 0 1 cies and/or formal stanisation's governin	Male (M) 1 1 rategies in place to support arg body?	nd achieve
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this organisation's Members? No	Female (F) 0 1 cies and/or formal stanisation's governin	Male (M) 1 1 rategies in place to support arg body? e limits on the terms of its Ch	air and/ or
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this organisation's Members? No	Female (F) 0 1 cies and/or formal stanisation's governin	Male (M) 1 1 rategies in place to support arg body?	air and/ or



H. Do you have a formal porganisation's governing b		rategy on diversity and inclusion for this
No		
Organisation: Servcorp Cor	mmunications Pty Ltd	
A. To your knowledge, is to group for this year's Gend		so reported in a different submission ?
No		
B. What is the name of you	ır governing body?	
Servcorp Limited		
0 WII - 4 have 6 marrows in marrows		
C. What type of governing	body does this organ	sation have?
Board of Directors		
D. How many members are position?	e in the governing boo	ly and who holds the predominant Chair
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	1
E. Do you have formal poli gender equality in this org		ategies in place to support and achieve body?
No		
F. Does this organisation's Members?	s governing body have	e limits on the terms of its Chair and/ or
No		



G. Has a target been set or	n the representation o	of women on this governing body?	
No			
L Do you have a formal p	oliov and/or formal at	rategy on diversity and inclusion f	or this
organisation's governing b		rategy on diversity and inclusion i	oi tilis
No			
Organisation: Servcorp Ma	rket Street Pty Ltd		
A. To your knowledge, is the group for this year's Gend	• •	so reported in a different submissi ?	on
No			
B. What is the name of you	ır governing body?		
Servcorp Limited			
C. What type of governing	body does this organ	isation have?	
Board of Directors			
D. How many members are position?	e in the governing boo	ly and who holds the predominant	Chair
	Female (F)	Male (M)	
	0	1	
Chair	0	I .	

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?



F. Does this organi Members?	sation's governing body hav	re limits on the terms of its Chair and/ or
No		
G. Has a target bee	en set on the representation	of women on this governing body?
No	·	
H. Do you have a fo		trategy on diversity and inclusion for this
No		
Organisation: Servo	corp Barangaroo Pty Ltd	
-	lge, is this governing body a 's Gender Equality Reporting	lso reported in a different submission 1?
No		
B. What is the nam	e of your governing body?	
Servcorp Limited		
C. What type of gov	verning body does this orgar	nisation have?
Board of Directors		
D. How many mem position?	bers are in the governing bo	dy and who holds the predominant Chair
Chair	Female (F)	Male (M)
Oliali	0	1



Members (excluding chairs)

1

1

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?	
No	
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?	
No	
G. Has a target been set on the representation of women on this governing body? No	
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?	;
No	
Organisation: Servcorp Hobart Pty Ltd	
A. To your knowledge, is this governing body also reported in a different submission	
group for this year's Gender Equality Reporting?	
No	
B. What is the name of your governing body?	
Servcorp Limited	
C. What type of governing body does this organisation have?	
Board of Directors	



position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	1

Members (excluding chairs)
E. Do you have formal policies and/or formal strategies in place to support and achie gender equality in this organisation's governing body?
No
F. Does this organisation's governing body have limits on the terms of its Chair and/ Members?
No
G. Has a target been set on the representation of women on this governing body?
No
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for torganisation's governing body?
No
Organisation: Servcorp Chifley 29 Pty Ltd
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?
No
B. What is the name of your governing body?



Servcorp Limited

	body does this organi	
Board of Directors		
D. How many members ar	e in the governing bod	ly and who holds the predominant Cha
position?		
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	1
-		ategies in place to support and achiev
gender equality in this org	ganisation's governing	body?
No		
F. Does this organisation' Members?	s governing body have	e limits on the terms of its Chair and/ o
No No		
110		
		6
G. Has a target been set o	n the representation o	f women on this governing body?
No		
	alian and/an farmal at	rategy on diversity and inclusion for th
	•	
organisation's governing	•	
H. Do you have a formal porganisation's governing long. No Organisation: Servcorp Pa	body?	



group for this year's Gender Equality Reporting?

No			
B. What is the name of you	r governing body?		
Servcorp Limited			
C. What type of governing	body does this organ	isation have?	
Board of Directors	,		
D. How many members are position?	in the governing boo	ly and who holds the predo	minant Chair
	Female (F)	Male (M)	
Chair	0	1	
Members (excluding chairs)	1	1	
F. Does this organisation's Members?	governing body have	e limits on the terms of its (Chair and/ or
G. Has a target been set or No	ı the representation o	of women on this governing	body?
H. Do you have a formal po		rategy on diversity and incl	usion for this



•	e, is this governing body a Gender Equality Reporting	so reported in a different su ?	bmission
No			
	of your governing body?		
Servcorp Limited			
C. What type of gover	rning body does this orga	nisation have?	
Board of Directors			
•	rs are in the governing bo	dy and who holds the predo	minant Chair
position?	F (F)	M. I. (M)	
Chair	Female (F)	Male (M)	
Chair Members (excluding chai	0 (rs) 1	1 1 rategies in place to support	and achieve
Chair Members (excluding chai	rs) 1 I policies and/or formal st	1 1 rategies in place to support	and achieve
Chair Members (excluding chains) E. Do you have formate gender equality in this No.	ors) 1 I policies and/or formal st s organisation's governin	1 1 rategies in place to support	
Chair Members (excluding chain chai	ors) 1 I policies and/or formal st s organisation's governin	1 1 rategies in place to support g body?	
Chair Members (excluding chains) E. Do you have formate gender equality in this No.	ors) 1 I policies and/or formal st s organisation's governin	1 1 rategies in place to support g body?	
Chair Members (excluding chains) E. Do you have formate gender equality in this way. F. Does this organisate Members?	rs) 1 I policies and/or formal st s organisation's governin tion's governing body have	1 1 rategies in place to support g body?	Chair and/ o
Chair Members (excluding chains) E. Do you have formate gender equality in this way. F. Does this organisate Members?	rs) 1 I policies and/or formal st s organisation's governin tion's governing body have	1 rategies in place to support g body? e limits on the terms of its (Chair and/ or
Chair Members (excluding chains) E. Do you have formate gender equality in this way. F. Does this organisate Members? No G. Has a target been seen seen seen seen seen seen seen	rs) 1 I policies and/or formal st s organisation's governin tion's governing body have	1 rategies in place to support g body? e limits on the terms of its (Chair and/ or



	-		
No			
Organisation: Servcorp Me	elbourne Virtual Pty Ltd		
A. To your knowledge, is t proup for this year's Gend	• •	so reported in a different subm ?	ission
No			
3. What is the name of yo	ur governing body?		
Servcorp Limited			
C. What type of governing	body does this orga	iisation have?	
Board of Directors			
D. How many members ar position?		dy and who holds the predomin	ant Chair
	Eomala (E)	Mala (M)	
Chair	Female (F)	Male (M)	
	Female (F) 0 1	Male (M) 1 1	
Members (excluding chairs) E. Do you have formal poli	0 1 cies and/or formal st	1 1 rategies in place to support and	d achieve
Members (excluding chairs) E. Do you have formal poligender equality in this org	0 1 cies and/or formal st	1 1 rategies in place to support and	d achieve
Members (excluding chairs) Do you have formal policed and a consideration of the considerati	0 1 cies and/or formal st	1 1 rategies in place to support and	d achieve
Members (excluding chairs) Do you have formal policed and a consideration of the considerati	0 1 cies and/or formal st	1 1 rategies in place to support and	d achieve
Members (excluding chairs) E. Do you have formal policender equality in this org	0 1 icies and/or formal st janisation's governin	1 1 rategies in place to support and	
Members (excluding chairs) E. Do you have formal policy pender equality in this org	0 1 icies and/or formal st janisation's governin	1 1 rategies in place to support and g body?	
Members (excluding chairs) E. Do you have formal policement equality in this org	0 1 icies and/or formal st janisation's governin	1 1 rategies in place to support and g body?	
Members (excluding chairs) Do you have formal policender equality in this org	0 1 icies and/or formal st janisation's governin	1 1 rategies in place to support and g body?	
gender equality in this org	0 1 icies and/or formal st ganisation's governin	1 1 rategies in place to support and g body?	ir and/ or



organisation's governing l	-	rategy on diversity and inclusion f	or this
No			
Organisation: Servcorp Me	elbourne 19 Pty Ltd		
A. To your knowledge, is t group for this year's Gend		so reported in a different submissi	ion
No			
B. What is the name of you	ur governing body?		
Servcorp Limited			
C. What type of governing	body does this organi	sation have?	
•	would also also organi		
Board of Directors			
•	e in the governing bod	y and who holds the predominant	Chair
position?			
Chair	Female (F)	Male (M)	
Members (excluding chairs)	1	<u></u>	
Weinberg (excluding ondirs)	<u> </u>	<u> </u>	
E. Do you have formal poligender equality in this org		ategies in place to support and ac	hieve
	amsation's governing	bouy:	
No			
F. Does this organisation's Members?	s governing body have	e limits on the terms of its Chair a	nd/ or



G. Has a target been set on	the representation	of women on this governing body?
No		
H. Do you have a formal po organisation's governing b		strategy on diversity and inclusion for this
No		
Organization: Carvaarn Nick	ni Canharra Dty I td	
Organisation: Servcorp Nish	ii Canberra Pty Ltu	
A. To your knowledge, is the group for this year's Gende		also reported in a different submission
	r Equality Reportin	
No		
B. What is the name of you	r governing body?	
Servcorp Limited		
C. What type of governing	body does this orga	anisation have?
Board of Directors		
200.00.200.00		
D. How many members are	in the governing h	ody and who holds the predominant Chair
position?	in the governing b	ody and who holds the predominant ontail
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	1

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?



F. Does this organi Members?	isation's governing body have	e limits on the terms of its Chair and/ or
No		
G. Has a target bee	en set on the representation o	of women on this governing body?
No		
H. Do you have a fo organisation's gov		rategy on diversity and inclusion for this
No		
Organisation: Serve	corp Realm Pty Ltd	
_	lge, is this governing body al 's Gender Equality Reporting	so reported in a different submission ?
No		
B. What is the nam	e of your governing body?	
Servcorp Limited		
C. What type of go	verning body does this organ	isation have?
Board of Directors	, ,	
D. How many mem position?	bers are in the governing boo	ly and who holds the predominant Chair
	Female (F)	Male (M)
Chair	0	1



Members (excluding chairs)

1

1

E. Do you have formal policies and/or formal strategies in place to support and gender equality in this organisation's governing body?	achieve
No	
F. Does this organisation's governing body have limits on the terms of its Chai Members?	r and/ or
No	
G. Has a target been set on the representation of women on this governing bod	ly?
No	
H. Do you have a formal policy and/or formal strategy on diversity and inclusion organisation's governing body?	on for this
No	
Organisation: Servcorp Western Australia Pty Ltd	
A. To your knowledge, is this governing body also reported in a different submi	ccion
group for this year's Gender Equality Reporting?	331011
No	
B. What is the name of your governing body?	
Servcorp Limited	
C. What type of governing body does this organisation have?	
Board of Directors	
200.00.0000	



position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	1

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

П	N	_

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

.....

G. Has a target been set on the representation of women on this governing body?

No

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay
equity and the gender pay gap) between women and men?

No

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap analysis?

No

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.



2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

No

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

No

2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.



Flexible Work

Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

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

No

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	No
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	No	No
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	No	No

3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

As a client facing service organisation, flexible working arrangements need to be assessed on a case by case basis.



Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?
No
4.2 Do you pay superannuation contributions to your employees while they are on parental leave?
No

4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

No

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

Support mechanism	Answer
Breastfeeding facilities	No
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No
Internal support networks for parents and/or carers	No
Targeted communication mechanisms (e.g. intranet forums)	No
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No



Support mechanism	Answer
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
Keep-in-touch programs for carers on extended leave and/or parental leave	No
Access to counselling and external support for carers (e.g. EAP)	No

4.6 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Protection from adverse action based on disclosure of sexual harassment and discrimination; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and nonmanager training on respectful workplace conduct and sexual harassment

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

	Answer
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

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

Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	No	No



All non-managers	Yes	No	No	No	
The Governing Body	Yes		No	No	

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Mambara	of the	governing	hody
Members	oi ille	governing	DOUY

Yes

;Annually

Chief Executive Officer or equivalent

Yes

;Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy);Annually

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Reporting to leadership on workplace sexual harassment risks,



prevention and response, incident management effectiveness and outcomes, trend analysis and actions

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Change or develop new control measures; Train people managers in prevention of sexual harassment

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (E.g. EAP); Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

At every meeting

CEO or equivalent

Yes

Multiple times per year

Key Management Personnel

Yes



5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

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



Harm Prevention

Family or Domestic Violence

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

No

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	No
Flexible working arrangements	Yes
Workplace safety planning	no
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	No
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	Yes
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid domestic violence leave?

10



Access to unpaid domestic violence leave?

Yes

Is it unlimited?

Yes

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

The company would provide any necessary support, including financial assistance and additional leave, to an employee who we were aware was experiencing family or domestic violence.

