



Australian Government



Workplace  
Gender Equality  
Agency

## 2021 - 22 Compliance Program

Submitted by:

**Australian Power Partners B V & Others  
(ABN:40924759557)**

**Ipower 2 Pty Limited & Ipower Pty Limited  
(ABN:67269241237)**

**International Power (Australia) Pty Ltd  
(ABN:59092560793)**

**Synergen Power Pty Limited  
(ABN:66092560819)**

**Pelican Point Power Limited  
(ABN:11086411814)**

**Simply Energy Solutions Pty Ltd  
(ABN:86165627396)**

**ENGIE Energy Marketing Australia Pty Ltd  
(ABN:94650290047)**

**ENGIE Impact Australia Pty Ltd  
(ABN:19644604731)**

# #Workplace overview

## Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Retention	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Performance management processes	Yes( <i>Select all that apply</i> )
...Yes	Policy
...Promotions	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Talent identification/identification of high potentials	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Succession planning	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Training and development	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Key performance indicators for managers relating to gender equality	Yes( <i>Select all that apply</i> )
...Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

...Yes	Policy
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3: Does your organisation have any of the following targets to address gender equality in your workplace?

Reduce the gender pay gap  
 Increase the number of women in leadership positions  
 Increase the number of women in male-dominated roles  
 Increase the number of men taking parental leave  
 Other(*Please provide details*)

...Other	Require all team members to undertake Diversity and Inclusion and recognising bias training. Refreshed Flexible Work Arrangements to encourage all team members to access flexible work options.
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4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

At ENGIE, we are committed to Equality and transforming the gender diversity of our workplace within ANZ. Our policies, strategies and the actions developed and taken demonstrate our support and commitment to Equality, Diversity and Inclusion. In the past 12 months, ENGIE has realised over 30 Equality and D & I achievements including partnering with Monash University to deliver a bespoke Women in Leadership program, launch of ENGIE talks Diversity education and awareness session, delivery of the Engaging Men workshop by the Diversity Council of Australia, increasing primary and secondary carer leave entitlements and conducting a gender pay gap analysis and a review of all new starter salaries to address any issues relating to unconscious bias and or gender pay gap. In addition to this we have obtained approval of our Reconciliation Action Plan and launched the ENGIE ANZ Rainbow Collective and an LGBTIQA+ resources intranet page.

## Governing bodies

### *Australian Power Partners B V & Others*

1: Does this organisation have a governing body?	Yes( <i>Provide further details on the governing body(ies) and its composition</i> )
1.1: What is the name of your governing body?	Hazelwood Partnership Committee
1.2: What type of governing body does this organisation have?	Board / committee of partners
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	0
...Male	3
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No( <i>Select all that apply</i> )
	Do not have control over governing body/appointments Other (provide details)
	Board appointments are made by international shareholders of Australian Power Partners BV and Others
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )

	Do not have control over governing body/appointments Other (provide details)
	Board appointments are made by international shareholders of Australian Power Partners BV and Others
	Board appointments are made by international shareholders of Australian Power Partners BV and Others
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Board appointments are made by international shareholders of Australian Power Partners BV and Others
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

*Ipower 2 Pty Limited & Ipower Pty Limited*

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

*International Power (Australia) Pty Ltd*

1: Does this organisation have a governing body?	Yes(Provide further details on the governing body(ies) and its composition)
1.1: What is the name of your governing body?	International Power (Australia) Holdings Pty Ltd

1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	0
...Male	4
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No( <i>Select all that apply</i> )
	Do not have control over governing body/appointments Other (provide details)
	Board appointments are made by international shareholders of International Power (Australia) Holdings Pty Ltd (IPAH) being subsidiaries of ENGIE SA and Mitsui and Co Ltd., respectively.
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Do not have control over governing body/appointments Other (provide details)
	Board appointments are made by international shareholders of International Power (Australia) Holdings Pty Ltd (IPAH) being subsidiaries of ENGIE SA and Mitsui and Co Ltd., respectively.
	Board appointments are made by international shareholders of International Power (Australia) Holdings Pty Ltd (IPAH) being subsidiaries of ENGIE SA and Mitsui and Co Ltd., respectively.
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Board appointments are made by international shareholders of International Power (Australia) Holdings Pty Ltd (IPAH) being subsidiaries of ENGIE SA and Mitsui and Co Ltd., respectively.

1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	
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*Synergen Power Pty Limited*

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

*Pelican Point Power Limited*

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	
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*Simply Energy Solutions Pty Ltd*

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

*ENGIE Energy Marketing Australia Pty Ltd*

1: Does this organisation have a governing body?	Yes( <i>Provide further details on the governing body(ies) and its composition</i> )
1.1: What is the name of your governing body?	ENGIE Energy Marketing Australia Pty Ltd
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	0
...Male	2
...Non-binary	0
1.4: Do you have a formal selection policy	



and/or formal selection strategy for this organisation's governing body members?	No( <i>Select all that apply</i> )
	Do not have control over governing body/appointments Other (provide details)
	Board appointments are made by international shareholders of ENGIE Energy Marketing Australia Pty Ltd
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Do not have control over governing body/appointments Other (provide details)
	Board appointments are made by international shareholders of ENGIE Energy Marketing Australia Pty Ltd
	Board appointments are made by international shareholders of ENGIE Energy Marketing Australia Pty Ltd
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Board appointments are made by international shareholders of ENGIE Energy Marketing Australia Pty Ltd
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

*ENGIE Impact Australia Pty Ltd*

1: Does this organisation have a governing body?	Yes( <i>Provide further details on the governing body(ies) and its composition</i> )
1.1: What is the name of your governing body?	ENGIE Impact Australia Pty Ltd
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	

...Female	1
...Male	2
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No( <i>Select all that apply</i> )
	Do not have control over governing body/appointments Other (provide details)
	Board appointments are made by international shareholders of ENGIE Impact Australia Pty Ltd
1.5: Has a target been set to increase the representation of women on this governing body?	No( <i>Select all that apply</i> )
	Do not have control over governing body/appointments Other (provide details)
	Board appointments are made by international shareholders of ENGIE Impact Australia Pty Ltd
	Board appointments are made by international shareholders of ENGIE Impact Australia Pty Ltd
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Board appointments are made by international shareholders of ENGIE Impact Australia Pty Ltd
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

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

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# #Action on gender equality

## Gender pay gaps

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

Yes(*Select all that apply*)

...Yes

Policy  
Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...Yes

To achieve gender pay equity  
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)  
To implement and/or maintain a transparent and rigorous performance assessment process

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

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(*Select all that apply.*)

...Yes

Shared internally with governing body members  
Other(*Provide details*)

...Other

Shared internally with Governing Body  
Executive and Remuneration Committee

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

No

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

Closing the Gender Pay Gap is a priority for ENGIE ANZ as part of the People and Culture Strategy. This is the fourth year that ENGIE ANZ has undertaken a gender gap analysis based on job grades (comparable accountabilities and responsibilities) as part of its annual remuneration review. ENGIE ANZ has also introduced a review of new starter entry salaries to address any issues relating to unconscious bias and/or gender pay gaps. Our analysis is based on Hay Level ranges for salary to compare like for like roles, and also look at number of male/females within each Hay Level.

## Employer action on pay equity

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

Yes(Provide further details on the most recent gender remuneration gap analysis that was undertaken.)	
1.1: When was the most recent gender remuneration gap analysis undertaken?	Within the last 12 months
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Yes(Select all that apply)
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	<ul style="list-style-type: none"> <li>Created a pay equity strategy or action plan</li> <li>Identified cause/s of the gaps</li> <li>Reviewed remuneration decision-making processes</li> <li>Analysed commencement salaries by gender to ensure there are no pay gaps</li> <li>Analysed performance pay to ensure there is no gender bias (including unconscious bias)</li> <li>Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</li> </ul>
.. Yes	<ul style="list-style-type: none"> <li>Reported pay equity metrics (including gender pay gaps) to the governing body</li> <li>Reported pay equity metrics (including gender pay gaps) to the executive</li> <li>Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>Corrected like-for-like gaps</li> <li>Implemented other changes (provide details):</li> </ul>
...Implemented other changes (provide details):	Position advertisements are reviewed for gendered language prior to advertising.
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	As part of the 2022 Remuneration Review a gender pay gap analysis was undertaken by job grade, across International Power (Australia) Holdings Pty Ltd., Australian Power Partners BV & Others and ENGIE Energy Marketing Australia Pty. Ltd.

2: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

ENGIE has updated annual practices to include a review of all new starter salaries to address any issues relating to unconscious bias and/or gender pay gaps. ENGIE ANZ also undertook a review of average compa ratio by Job Family and addressed identified gaps.

**Employee consultation**

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

Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?	Survey Focus groups Other (provide details)
...Other (provide details)	Conducted a Diversity and Inclusion census and follow up focus groups to understand the diversity of our organisation and the lived experiences of inclusion for team members within ENGIE ANZ
1.2: Who did you consult?	ALL staff

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

Yes(Select all that apply.)

...Yes	Strategy
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3: On what date did your organisation share your previous year's public reports with employees?

16-Sep-2021

4: Does your organisation have shareholders?

No

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

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

Q4. International Power Australia Holdings Pty Ltd, Australian Power Partners BV & Others, ENGIE Energy Marketing Australia Pty Ltd and ENGIE Impact Pty Ltd are controlled by international shareholders. ENGIE ANZ gender statistics are reported to our global headquarters and consolidated company statistics are reported to shareholders as per French stock exchange requirements.

# #Flexible work

## Flexible working

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

Yes (*Select all that apply*)

...Yes	Policy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No ( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	As we transition out of the COVID-19 pandemic the focus for the 21/22 reporting period has been supporting our team members to move to hybrid working arrangements as the majority our our team members have worked form home over the previous 2 years
...Targets have been set for men's engagement in flexible work	No ( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	As we transition out of the COVID-19 pandemic the focus for the 21/22 reporting period has been supporting our team members to move to hybrid working arrangements as the majority our our team members have worked form home over the previous 2 years
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	No ( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	Training is available to team members as needed

...Team-based training is provided throughout the organisation	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	Training is available to teams as requested
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	May occur on an individual basis
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No( <i>Select all that apply</i> )
...No	Other (provide details)
...Other (provide details)	Limited analysis completed in the 21/22 reporting period due to the impacts of the COVID-19 pandemic and the majority of our team members working remotely for the last 2 years

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

...Flexible hours of work	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Time-in-lieu	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )

...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Job sharing	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Carer's leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Purchased leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available

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

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Don't know / Not applicable

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Training for managers on how to work with flexible and remote/hybrid teams  
Employee performance is measured by performance and not presenteeism

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

ENGIE ANZ has had formal Flexible Work Arrangement policies in place since 2019.

ENGIE's flexible working and gender equality policies include Flexible Work Arrangements, Study leave, Family and Domestic Violence Leave, Purchased Leave, Volunteer Leave and Parental Leave.



ENGIE's head office will relocate in 2022 to a new location further promoting opportunities for flexibility to all team members.

# #Employee support

## Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes (Please indicate how employer funded paid parental leave is provided to the primary carers.)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on government funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	20
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	91-100%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	No
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes( <i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i> )
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	4
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	90-100%
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 24 months
.. Yes	

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

### Support for carers

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

Yes(*Select all that apply*)

...Yes

Policy

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

...Employer subsidised childcare

No(*You may specify why the above support mechanism is not available to your employees.*)

No(*You may specify why the above support*

...On-site childcare	<i>mechanism is not available to your employees.)</i>
...Breastfeeding facilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...Childcare referral services	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...Internal support networks for parents	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...Information packs for new parents and/or those with elder care responsibilities	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...Referral services to support employees with family and/or caring responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Other (provide details)
...Other (provide details)	Identified as an area of need and will be reviewed as part of HR plan priorities in 2022
...Support in securing school holiday care	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Insufficient resources/expertise
...Coaching for employees on returning to work from paid parental leave	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Insufficient resources/expertise
...Parenting workshops targeting fathers	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Insufficient resources/expertise
...Other (provide details)	No

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

ENGIE is currently developing a new parental leave toolkit for team members to support them in their parental leave journey. This guide includes practical information on policies, procedures and available support as well as encourages the establishment of mutually suitable workplace contact and keeping in touch days.

## Sex-based harassment and discrimination

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

Yes(Select all that apply)	
...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(Please indicate how often is this training provided (select all that apply):)
...Yes	Every one-to-two years
...All employees	Yes(Please indicate how often is this training provided (select all that apply):)
...Yes	Every one-to-two years

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

ENGIE is committed to a workplace where team members can work free from harassment (including racial and sexual harassment), discrimination, bullying and victimisation. Behaviour of this kind is unacceptable at ENGIE and may be unlawful. ENGIE will not tolerate any unacceptable or unlawful behaviour in our workplace which impacts the safety of our team members or does not value and respect the diversity of our team members.

In keeping with this commitment, ENGIE released a harmonised Workplace Diversity and Inclusion Policy and Addressing Unacceptable Workplace Behaviour Procedure in December 2021. All team members are required to complete compliance training modules to build awareness and understanding of the role of every team member in creating a respectful and inclusive culture.

**Family or domestic violence**

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

Yes(Select all that apply)	
...Yes	Policy

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	No(Select all that apply)
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes

...Workplace safety planning	No( <i>Select all that apply</i> )
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes( <i>Is the leave period unlimited?</i> )
...Yes	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	5
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes( <i>Is the leave period unlimited?</i> )
...Yes	No
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes( <i>Is the leave period unlimited?</i> )
...Yes	No
: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided?	10
...Access to unpaid leave	Yes( <i>Is the leave period unlimited?</i> )
...Yes	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	No( <i>Select all that apply</i> )
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	No( <i>Select all that apply</i> )
...Access to medical services (e.g. doctor or nurse)	No( <i>Select all that apply</i> )
...Other (provide details)	No

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

# #Diversity and inclusion

## Voluntary section

1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes (*Select all that is covered.*)

...Yes

Aboriginal and/or Torres Strait Islander identity  
Cultural and/or language and/or race/ethnicity background  
Disability and/or accessibility  
Sexual orientation  
Gender identity  
Age

...Other

2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes

...If this data can be shared and is not confidential, please complete the below table:

3: Do you currently collect data on any of the following dimensions of employees' identities?

Cultural and/or language and/or race/ethnicity background  
Disability  
Sexual orientation  
Gender identity