



Date Created: 05-07-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

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Ipower 2 Pty Limited & Ipower Pty Limited 67269241237

International Power (Australia) Pty Ltd 59092560793

Australian Power Partners B V & Others 40924759557

Synergen Power Pty Limited 66092560819

Pelican Point Power Limited 11086411814

ENGIE Impact Australia Pty Ltd 19644604731

ENGIE Energy Marketing Australia Pty Ltd 94650290047

ENGIE Hydrogen Pty Ltd 80653376106

#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

Policy; Strategy

Retention: Yes

Strategy

Performance management processes: Yes

Policy

Promotions: Yes.

Strategy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: YesStrategy

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

YesPolicy; Strategy

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

<p>At ENGIE, we are committed to Equality and transforming the gender diversity of our workplace within ANZ. Our policies,

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strategies and the actions we have taken demonstrate our support and commitment to Equality, Diversity and Inclusion.

In March 2023, ENGIE was recognised for this commitment by receiving the WGEA Employer of Choice for Gender Equity Citation.

Governing Bodies

Organisation: Australian Power Partners B V & Others

1.Name of the governing body: Hazelwood Partnership Committee

2.Type of the governing body: Board / committee of partners

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: Board appointments are made by international shareholders of Australian Power Partners BV and Others

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

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Other value: Board appointments are made by international shareholders of Australian Power Partners BV and Others

Organisation: International Power (Australia) Pty Ltd

1.Name of the governing body: International Power (Australia) Holdings Pty Ltd

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 4	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: 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

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

Other value: 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

Organisation: Simply Energy Solutions Pty Ltd

1.Name of the governing body: International Power (Australia) Holdings Pty Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	0	4	0

4.Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: 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.

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

Other value: 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.

Organisation: Ipower 2 Pty Limited & Ipower Pty Limited

1.Name of the governing body: International Power (Australia) Holdings Pty Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 4	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: 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.

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

Other value: 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.

Organisation: International Power (Australia) Pty Ltd

1.Name of the governing body: International Power (Australia) Holdings Pty Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 4	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: 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.

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

Other value: 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.

Organisation: Synergen Power Pty Limited

1.Name of the governing body: International Power (Australia) Holdings Pty Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	0	4	0

4.Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: 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.

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

Other value: 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.

Organisation: Pelican Point Power Limited

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1.Name of the governing body: International Power (Australia) Holdings Pty Limited**2.Type of the governing body:** Board of Directors**3.Specified governing body type:****Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	0	4	0

4.Formal section policy and/or strategy: No**Selected value:** Do not have control over governing body/appointments**Other value:****Details why there is no control over governing body/appointments:** 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.**6. Target set to increase the representation of women:** No**6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Do not have control over governing body/appointments

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

No

Selected value: Other**Other value:** 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.**Organisation:** ENGIE Impact Australia Pty Ltd**1.Name of the governing body:** ENGIE Impact Australia Pty Ltd

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 1	Male (M) 0	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: Board appointments are made by international shareholders of ENGIE Impact Australia Pty Ltd

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

Other value: Board appointments are made by international shareholders of ENGIE Impact Australia Pty Ltd

Organisation: ENGIE Hydrogen Pty Ltd

1.Name of the governing body: ENGIE Hydrogen Pty Ltd

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 1	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: Board appointments are made by international shareholders of ENGIE Hydrogen Pty Ltd

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

Other value: Board appointments are made by international shareholders of ENGIE Hydrogen Pty Ltd

Organisation: ENGIE Energy Marketing Australia Pty Ltd

1. Name of the governing body: ENGIE Energy Marketing Australia Pty Ltd

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair

	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	0	2	0

4. Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Other value:

Details why there is no control over governing body/appointments: Board appointments are made by international shareholders of ENGIE Energy Marketing Australia Pty Ltd

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Do not have control over governing body/appointments

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

No

Selected value: Other

Other value: Board appointments are made by international shareholders of ENGIE Energy Marketing Australia Pty Ltd

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

#Action on gender equality

Gender Pay Gaps

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

Yes

Policy; Strategy

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

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 ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

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

31/03/2023

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

Closing the Gender Pay Gap is a priority for ENGIE ANZ as part of our Gender Equity 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 also conducts reviews of new starter entry salaries to address any issues relating to unconscious bias and/or gender pay gaps.

Employer action on pay equality

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

Yes

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

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed commencement salaries by gender to ensure there are no pay gaps; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Corrected like-for-like gaps

1.3 What type of gender remuneration gap analysis has been undertaken?

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A like-for-like gap analysis; A by-level gap analysis; An overall organisation-wide gender pay gap

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 ANZ has taken the following actions to reduce the over-all gender pay gap including: Balancing gender representation on recruitment panels and candidate shortlists to drive an increase in female representation across all roles within the organisation, particularly higher paying roles and those that have been traditionally male dominated; Expanding our Parental Leave Policy to provide 20 week's paid primary carer's leave and 4 weeks secondary carer's leave; Introduced a new policy to provide support to team members who have caring responsibilities including in instances of returning to work from parental leave; parenting at all stages of children's lives; responsibilities for eldercare; and responsibilities for providing care to those with a disability; Providing development opportunities through the Women in Leadership program to accelerate the pipeline of senior women internally in ENGIE.

Employee Consultation

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

Yes

1.1 How did you consult employees?

Survey

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

Strategy

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

Employees:

Yes

Date:08/06/2022

Shareholder:

Yes

Date:02/09/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

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

#Flexible Work

Flexible Working

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

Yes

Policy; Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

No

Other

Other: May occur on an individual basis

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

No

Other

Other: Training is available to team members as needed

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The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: We continue to promote established flexible working arrangements and have enabled flexible and hybrid working arrangements to continue post COVID restrictions easing

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No

Other

Other: We continue to promote established flexible working arrangements and have enabled flexible and hybrid working arrangements to continue post COVID restrictions easing

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

Yes

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

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

No

Other

Other:

Team-based training is provided throughout the organisation

No

Other

Other: Training is available to teams as requested

Other: No

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

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

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

Yes

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

Don't know / Not applicable

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

Date Created: 05-07-2023

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 relocated in 2022 to a new location further promoting opportunities for flexibility for all team members.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave 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

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

Within 12 months

1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

Yes

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?

91-100%

1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

No

1.2.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

Within 24 months

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

Policy

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

- 2.1. Employer subsidised childcare**

No

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

No

- 2.3. Breastfeeding facilities**

Yes

Available at SOME worksites

- 2.4. Childcare referral services**

No

- 2.5. Coaching for employees on returning to work from parental leave**

Yes

Available at ALL worksites

- 2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

- 2.7. Internal support networks for parents**

No

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

Yes

Available at ALL worksites

- 2.9. Parenting workshops targeting fathers**

No

- 2.10. Parenting workshops targeting mothers**

No

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

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No

2.13. On-site childcare

No

2.14. Other details: No

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

<p>ENGIE has developed 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. </p>

Sexual harassment, harassment on the grounds of sex or discrimination

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

Yes

Policy

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

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

All Managers:

Yes

At induction

At promotion

Other

Provide Details: Ongoing at least every 1-2 years

9. **If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

<p>Q.2 ENGIE ANZ provides additional training for team members when they are promoted to a line management position.</p>

Family or domestic violence

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

Yes

Policy

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

A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

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

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Training of key personnel

No

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

Yes

Workplace safety planning

No

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

Yes

Is the leave period unlimited?

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

Yes

Is the leave period unlimited?

No

How many days are provided? 15

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

No

Other

Provide Details: Unpaid leave is provided as per the NES

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Other: No

Provide Details:

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