



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Gender Equality Reporting

Submitted by:

**National Storage (Operations) Pty Ltd
(ABN:65095053179)**

**National Storage Holdings Limited
(ABN:38166572845)**

Date: 2022-06-28

#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 |
| ...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 | Policy |
| ...Talent identification/identification of high potentials | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy Policy |
| ...Succession planning | Yes(<i>Select all that apply</i>) |
| ...Yes | Policy |
| ...Training and development | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Key performance indicators for managers relating to gender equality | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Other (please specify) | |

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

Yes(*Select all that apply*)

| | |
|--------|--------|
| ...Yes | Policy |
|--------|--------|

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

Increase the number of women in leadership positions

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

National Storage has a strong commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow women to reach their full potential.

To achieve greater diversity, it is important to ensure where possible that the pool of potential available talent is nurtured and developed effectively. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available. National Storage aims to grow the number of women performing senior roles and to create programs that prepare women to assume senior roles within the business

Governing bodies

National Storage (Operations) 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? | National Storage Holdings Limited |
| 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 | 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? | Yes(<i>Select all that apply</i>) |
| | Policy |
| 1.5: Has a target been set to increase the representation of women on this governing body? | Yes(<i>Provide further details on your target</i>) |
| 10.6: What is the percentage (%) target? | 30.00% |
| 10.7: What year is the target to be reached (select the last day of the target year)? | 1-Jul-2023 |
| 1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body? | Yes(<i>Select all that apply.</i>) |
| | Strategy |

National Storage Holdings Limited

| | |
|--|--|
| 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? | The board of National Storage Holdings Limited |
| 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 | 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? | Yes(<i>Select all that apply</i>) |
| | Policy |
| 1.5: Has a target been set to increase the representation of women on this governing body? | Yes(<i>Provide further details on your target</i>) |
| 10.6: What is the percentage (%) target? | 30.00% |
| 10.7: What year is the target to be reached (select the last day of the target year)? | 1-Jul-2023 |
| 1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body? | Yes(<i>Select all that apply.</i>) |
| | Strategy |

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

On 24 August 2021, the Board set the following objectives for the next two years:

- to have at least 30% female representation at the senior executive and board level; and
- to maintain at least 50% female representation in the workforce.

#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 | Strategy Policy |
| 1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy? | Yes(<i>Select all that apply</i>) |
| ...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 be transparent about pay scales and/or salary bands |

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

31-Mar-2022

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(<i>Select all that apply</i>) |
| 1.2: Did you take any actions as a result of your gender remuneration gap analysis? | Reviewed remuneration decision-making processes |
| .. Yes | |
| 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) | A like for like gap analysis has been undertaken. |

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

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 Exit interviews Performance discussions |
|-------------------------------------|--|

| | |
|---------------------------|-----------|
| 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 |
|--------|----------|

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

4: Does your organisation have shareholders?

Yes

| | |
|--|-------------|
| 4.1: On what date did your organisation share your previous year's public reports with shareholders? | 17-Aug-2021 |
|--|-------------|

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.

#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 | No (<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Flexibility is promoted to Support Office employees only. It is not operationally viable to provide flexibility for staff working in customer facing roles due to the operational needs of the business. |
| ...Targets have been set for engagement in flexible work | No (<i>Select all that apply</i>) |
| ...No | Other (provide details) Not aware of the need |
| ...Other (provide details) | The Working From Home Policy is in place for Support Office employees and engagement is discretionary, therefore targets are currently not required. |
| ...Targets have been set for men's engagement in flexible work | No (<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...Leaders are held accountable for improving workplace flexibility | No (<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | The Working From Home Policy is in place for Support Office employees and engagement is discretionary, therefore accountability is not required. |
| ...Manager training on flexible working is provided throughout the organisation | No (<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| | |

| | |
|---|---|
| ...Employee training is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Team-based training is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Employees are surveyed on whether they have sufficient flexibility | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Employees were able to provide their own recommendations in the Employee Engagement Survey. A selection of employees recommended a work from home option for Support Office employees and this was approved by Management. The Work From Home Policy for Support Office employees has been implemented. |
| ...The organisation's approach to flexibility is integrated into client conversations | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement) | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...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 | Not aware of the need |
| ...Other (provide details) | No |

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 | 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 | Informal options are available |
| ...Time-in-lieu | Yes(<i>Select one option only</i>) |
| | SAME options for women and men(<i>Select all</i> |

| | |
|---|---|
| ...Yes | <i>that apply)</i> |
| ...SAME options for women and men | 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 | Informal options are available Formal 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 Informal options are available |
| ...Job sharing | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise Not a priority |
| ...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 Informal options are available |
| ...Purchased leave | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise Not a priority |
| ...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 | |
| 3.1: You need to indicate which of the following flexible working options are available to NON-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 | Informal options are available |
| ...Compressed working weeks | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise Not a priority |

| | |
|---|---|
| ...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 |
| ...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 | 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 Informal options are available |
| ...Job sharing | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise Not a priority |
| ...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 Informal options are available |
| ...Purchased leave | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise Not a priority |
| ...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 |

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?

Yes, for both women and men

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?

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.

#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)

| | |
|---|---|
| 1.7.1: How long is the qualifying period? | 12 |
| 1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme? | Yes (<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>) |
| 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 |
| 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 |
| 1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided? | 16 |
| 1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals? | 61-70% |
| 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? | Yes |
| 1.1.g.1: How long is the qualifying period? | 12 |
| 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 |
| 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? | 60-70% |
| 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? | Yes |
| 1.2.g.1: How long is the qualifying period? | 12 |
| 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 6 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(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...On-site childcare | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | This is not practical due to the fragmented nature of our workforce working at various storage locations across Australia |
| ...Breastfeeding facilities | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | This is not practical due to the fragmented nature of our workforce working at various storage locations across Australia |
| ...Childcare referral services | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Insufficient resources/expertise |
| ...Internal support networks for parents | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at SOME worksites |
| ...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>) |
| ...No | Not a priority |
| ...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>) |
| ...No | Insufficient resources/expertise |
| ...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 | Not a priority |
| ...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 Not a priority |
| ...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) | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Available at ALL worksites | National Storage has a Parental Leave Policy which enables eligible employees to take up to 12-month unpaid parental leave, which may incorporate 16 weeks of paid parental leave depending on length of service. |

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

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(<i>Please indicate how often is this training provided (select all that apply):</i>) |
| ...Yes | At induction At least annually |
| ...All employees | Yes(<i>Please indicate how often is this training provided (select all that apply):</i>) |
| ...Yes | At induction At least annually |

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

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(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...A domestic violence clause is in an enterprise agreement or workplace agreement | Yes |
| ...Workplace safety planning | Yes |
| ...Access to paid domestic violence leave (contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | 5 days unpaid family and domestic violence leave is provided. |
| ...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) | No(<i>Select all that apply</i>) |
| ...Access to unpaid leave | Yes(<i>Is the leave period unlimited?</i>) |
| ...Yes | No |
| : How many days of unpaid domestic violence leave are provided? | 0 |
| ...Confidentiality of matters disclosed | Yes |
| ...Referral of employees to appropriate domestic violence support services for expert advice | Yes |
| ...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) | No(<i>Select all that apply</i>) |
| ...No | Not a priority Not aware of the need |
| ...Offer change of office location | Yes |
| ...Emergency accommodation assistance | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |

| | |
|--|---|
| ...Other (provide details) | Considered on specific circumstances, but an instance has not occurred to date. |
| ...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.

Workplace Profile Table

Industry: Property Operators and Real Estate Services

| Occupational category* | Employment status | No. of employees | | Number of apprentices and graduates (combined) | | Total employees** |
|-------------------------------------|---------------------|------------------|-----|--|---|-------------------|
| | | F | M | F | M | |
| Managers | Full-time permanent | 13 | 38 | 0 | 0 | 51 |
| | Part-time permanent | 3 | 0 | 0 | 0 | 3 |
| Professionals | Full-time permanent | 19 | 12 | 0 | 0 | 31 |
| | Part-time permanent | 3 | 0 | 0 | 0 | 3 |
| Clerical And Administrative Workers | Full-time permanent | 15 | 17 | 0 | 0 | 32 |
| | Part-time permanent | 5 | 4 | 0 | 0 | 9 |
| | Casual | 1 | 2 | 0 | 0 | 3 |
| Sales Workers | Full-time permanent | 178 | 166 | 0 | 0 | 344 |
| | Part-time permanent | 34 | 17 | 0 | 0 | 51 |
| | Casual | 9 | 5 | 0 | 0 | 14 |

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Table

Industry: Property Operators and Real Estate Services

| Manager category | Level to CEO | Employment status | No. of employees | | |
|------------------|--------------|---------------------|------------------|----|--------|
| | | | F | M | Total* |
| CEO | | Full-time permanent | 0 | 1 | 1 |
| KMP | | Full-time permanent | 1 | 4 | 5 |
| GM | | Full-time permanent | 3 | 11 | 14 |
| SM | | Full-time permanent | 5 | 9 | 14 |
| | | Part-time permanent | 3 | 0 | 3 |
| OM | | Full-time permanent | 4 | 13 | 17 |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Property Operators and Real Estate Services

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 1. How many employees were promoted? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 2 | 2 | 4 |
| | | | Non-managers | 26 | 23 | 49 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 1 | 0 | 1 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 1 | 2 |
| | | | Non-managers | 6 | 2 | 8 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 1 | 0 | 1 |
| | | | Non-managers | 1 | 1 | 2 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 2 | 8 | 10 |
| | | | Non-managers | 116 | 122 | 238 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 2 | 0 | 2 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 12 | 10 | 22 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 1 | 1 | 2 |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Property Operators and Real Estate Services

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* | |
|--|---------------------|---------------------|---------------------|---------------------|------|--------|----|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 2 | 2 | 4 | |
| | | | Non-managers | 72 | 76 | 148 | |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 3 | 0 | 3 | |
| | | | Non-managers | 0 | 0 | 0 | |
| | | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | | Managers | 0 | 0 | 0 |
| | | | | Non-managers | 20 | 19 | 39 |
| | Fixed-Term Contract | | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 1 | 0 | 1 | |
| | | | Non-managers | 0 | 0 | 0 | |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 0 | 0 | 0 | |
| | | | Non-managers | 1 | 5 | 6 | |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 1 | 0 | 1 | |
| | | | Non-managers | 7 | 1 | 8 | |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 0 | 0 | 0 | |
| | | | Non-managers | 0 | 0 | 0 | |
| | | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | | Managers | 2 | 0 | 2 |
| | | | | Non-managers | 7 | 0 | 7 |
| | Fixed-Term Contract | | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 0 | 0 | 0 | |
| | | | Non-managers | 0 | 0 | 0 | |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 0 | 0 | 0 | |
| | | | Non-managers | 2 | 0 | 2 | |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 0 | 1 | 1 | |
| | | | Non-managers | 0 | 4 | 4 | |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 0 | 0 | 0 | |
| | | | Non-managers | 0 | 0 | 0 | |
| | | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | | Managers | 0 | 0 | 0 |
| | | | | Non-managers | 0 | 0 | 0 |
| | Fixed-Term Contract | | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 0 | 0 | 0 | |
| | | | Non-managers | 0 | 0 | 0 | |
| | N/A | Casual | CEO, KMPs, and HOBs | 0 | 0 | 0 | |
| | | | Managers | 0 | 0 | 0 | |
| | | | Non-managers | 0 | 0 | 0 | |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Property Operators and Real Estate Services

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 2 | 0 | 2 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 1 | 0 | 1 |
| | | Fixed-Term Contract | CEO, KMPs, and HOBs | 0 | 0 | 0 |
| | | | Managers | 0 | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |

* Total employees includes Gender X