



Date Created: 16-06-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 16-06-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Nanosonics Limited 11095076896

#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; Strategy
 - Promotions:** Yes.
Strategy
 - Talent identification/identification of high potentials:** Yes
Strategy
 - Succession planning:** Yes
Policy; Strategy
 - Training and development:** Yes
Strategy
 - Key performance indicators for managers relating to gender equality:** No
Not a priority
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?
Yes
Policy; Strategy
4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.
Nanosonics has a Diversity Policy which is reviewed annually. Diversity & Inclusion is a key component of the Nanosonics ESG policy. On annual basis, the Chief People & Culture Officer presents Diversity & Inclusion measurable outcomes and the actions to increase gender equity, inclusion and flexibility of the workforce to the Board for approval. These measurable outcomes and actions are supported with a progress report being presented to the Board during the year.

Governing Bodies

Organisation: Nanosonics Limited

1.Name of the governing body: The Board of Director of Nanosonics

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
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	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	0

4. Formal section policy and/or strategy: No

Selected value: Other

Other value: Nomination Committee Charter which establishes a formal and transparent procedure for the Board to select and appoint new directors to the Board.

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 37

6.2 Year of target to be reached: 30/06/2024

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?

Yes

Selected value: Policy; Strategy

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

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 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.

Nanosonics have gender diversity targets set at the start of each financial year, and are reviewed during the year at the Remuneration and People Committee chaired by the Board. Gender pay gaps is one of the measures that are on the diversity targets of Nanosonics.

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

Reviewed remuneration decision-making processes; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Trained people-managers in addressing gender bias (including unconscious bias)

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

A by-level gap analysis

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

1.1 How did you consult employees?

Focus groups; Exit interviews

1.2 Who did you consult?

Other

Other: Male and Female Employees who have utilised parental leave.

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

No

Not aware of the need

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

Employees:

Yes

Date:01/08/2022

Shareholder:

No

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

Yes

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

We reported to the Remuneration, People & Culture Committee and the Board.

#Flexible Work

Flexible Working

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

Yes

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

Not aware of the need

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

No

Currently under development

Estimated Completion Date: 2023-12-31

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

Not aware of the need

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

Yes

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

No

Not aware of the need

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No
Currently under development

Estimated Completion Date: 2023-12-31

Targets have been set for men's engagement in flexible work
No
Not aware of the need

Team-based training is provided throughout the organisation
No
Not aware of the need

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: No

Not a priority

Flexible hours of work: Yes

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

Job sharing: No

Not aware of the need

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: No

Not a priority

Remote working/working from home: Yes

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

Time-in-lieu: Yes

SAME options for women and men

Informal options are available

Unpaid leave: Yes

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

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

#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
 - 1.1.e. **How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?**
6
 - 1.1.f. **What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?**
81-90%
 - 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

How long is the qualifying period (in months)?

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?

2

1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?

81-90%

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

How long is the qualifying period (in months)?

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

Within 6 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.

Effective 1 April 2023 Company paid primary carers leave was increased from 6 weeks to 10 weeks, qualifying period removed company paid parental, superannuation is now paid @ employees base salary rate for up to 6 months (including paid and unpaid leave), added an additional 2 weeks company paid primary and secondary leave for premature births and introduced an additional 10 days flexible return leave to support primary carers transition back into the office. These changes have not been reported above and will be included 2024-25 reporting period.

Support for carers

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

Yes

Policy; Strategy

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

2.1. Employer subsidised childcare

No

Other: Negotiated corporate discounts with local child care centres

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

No

Not a priority

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Not aware of the need

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

No

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

No

2.7. Internal support networks for parents

No

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

No

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.**

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?**

Yes

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

Annually

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.

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; Strategy

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

No

Not aware of the need

Confidentiality of matters disclosed

Yes

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

Yes

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

Yes

Emergency accommodation assistance

No

Insufficient resources/expertise

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

No

Insufficient resources/expertise

Flexible working arrangements

Yes

Offer change of office location

No

Other

Provide Details: No alternate office locations

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

No

Insufficient resources/expertise

Training of key personnel

Yes

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

No

Insufficient resources/expertise; Not aware of the need

Workplace safety planning

No

Currently under development

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

Yes

Is the leave period unlimited?

No

How many days are provided?

10

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

No

Not aware of the need

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

No

Other

Provide Details:no enterprise agreements in place

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**