Workplace
Gender Equality
Agency

2022 - 23 Gender Equality Reporting

Submitted By:

Bendigo And Adelaide Bank Limited 11068049178

BEN REGIONAL VICTORIA PTY LTD 15662074857

#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

   Policy

   Performance management processes: Yes

   Policy

   Promotions: Yes.

   Policy

   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>We are proud of our progress towards gender equality to date, particularly the positive increase in female representation across most leadership categories from the time the objectives were set in 2019 to 2022. However, we recognise that there is more to do. </p><p>
</p><p>From FY23 we will be working towards 40:40:20 representation, meaning we are aiming for 40% females, 40% males and 20% of either gender identity. We will get there by: </p>
Applying consistent targets across all levels and divisions of the organisation Providing our leaders with greater access to their workforce data Implementing diversity and inclusion KPIs for all senior leaders.
<p>In FY23 we will further strengthen our commitment to gender pay equity by: </p>
undertaking a review of how we measure pay gaps a deep dive to understand what is driving our gap; and seek to understand solutions to close the gap. <p>The findings of the review will be used to inform future strategies for reducing our gender pay gap. </p>

Governing Bodies

Organisation: Bendigo And Adelaide Bank Limited

1.Name of the governing body: Bendigo and Adelaide Bank Limited

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**
1	0	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
3	5	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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

   6.1 Percentage (%) of target: 40

   6.2 Year of target to be reached: 2025-06-30

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

Organisation: BEN REGIONAL VICTORIA PTY LTD

1.Name of the governing body: Bendigo and Adelaide Bank Limited

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

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Female (F)	**Male (M)**	**Non-Binary**
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> **6.1 Percentage (%) of target:** 40
> **6.2 Year of target to be reached:** 2025-06-30

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
   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?**
   2023-03-01

4. **If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**
   <p>In FY23 we will further strengthen our commitment to gender pay equity by: </p>
undertaking a review of how we measure pay gaps a deep dive to understand what is driving our gap; and seek to understand solutions to

close the gap. <p>
</p><p>The findings of the review will be used to inform future strategies for reducing our gender pay gap. </p>

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 1-2 years

1.2 Did you take any actions as a result of your gender remuneration gap analysis?
Yes

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); 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); Implemented other changes (provide details):

Other: A portion of the budget for the 2022 remuneration review (of salaried staff) was used to address the gender pay gap and pay equity more broadly.

1.3 What type of gender remuneration 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

1.1 How did you consult employees?
Consultative committee or group; Focus groups; Survey; 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
Strategy

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

Shareholder:

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**.
<p>The information contained within the Executive Summary report is used to produce a paper shared with Executive Leadership Team and Board.</p>

#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
   Not a priority

Employees are surveyed on whether they have sufficient flexibility
Yes

Employee training is provided throughout the organisation
No
Not a priority

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 a priority

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
No
Not a priority

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
No
Not a priority

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
No
Not a priority

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

No
Not a priority

Team-based training is provided throughout the organisation
No
Not a priority

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 menFormal options are available

Compressed working weeks: Yes
SAME options for women and menFormal options are available
Flexible hours of work: Yes
SAME options for women and menFormal 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 menFormal options are available

Purchased leave: Yes
SAME options for women and menFormal 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 menFormal 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?**
No

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

   <p>Working at BEN post COVID -19</p><p>As we adjust to living with COVID-19, we have started to safely return to our offices on a regular basis. But we aren't going back to the old way of doing things. We will embrace a blend of working from offices and remotely, based on what works best for you, our business and our customers – a hybrid working model.</p><p>
</p><p>We are empowering leaders and teams to decide when they need to come into the office to connect, collaborate and support each other, and when it is best to work from home for focused tasks.</p><p>
</p><p>We know the energy created when we come together as a community is important. Connection and relationships are at the heart of who we are at BEN and will always guide our approach to how we work.</p><p>
</p><p>These important activities where we come together to connect, build relationships, and create high performing teams, we are calling these the 'moments that matter'.</p><p>
</p><p>Our guiding principles are: </p>
Choice and flexibility remain
Connection & belonging matters
Our wellbeing is a priority
<p>
</p>

#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. **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

      Not a priority

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 a priority

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

No

Insufficient resources/expertise

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

Yes

Available at ALL worksites

2.7. **Internal support networks for parents**

Yes

Available at SOME worksites

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

Insufficient resources/expertise

2.10. **Parenting workshops targeting mothers**

No

Insufficient resources/expertise

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

Not a priority

2.13. **On-site childcare**

No

Not a priority

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?**

2. **Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**
All Non-Managers
Yes
Voluntary question: All Non-Managers

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

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

Yes

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)

Yes

Training of key personnel

Yes

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

Yes

Workplace safety planning

Yes

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

Yes

Is the leave period unlimited?

Yes

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

Yes

Is the leave period unlimited?

Yes

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

Yes

Is the leave period unlimited?

Yes

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Provide Details: No

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

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	52	44	96
			Non-managers	146	85	231
		Fixed-Term Contract	Managers	1		1
			Non-managers	5	2	7
	Part-time	Permanent	Managers	6		6
			Non-managers	45	2	47
		Fixed-Term Contract	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	68	76	144
			Non-managers	305	178	484
		Fixed-Term Contract	Managers	1		1
			Non-managers	10	8	18
	Part-time	Permanent	Managers	10	1	11
			Non-managers	125	7	132
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	3	1	4
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		2	2
			Managers	43	56	99
			Non-managers	294	265	559
		Fixed-Term Contract	Managers	10	7	17
			Non-managers	78	81	159
	Part-time	Permanent	Managers	3		3
			Non-managers	120	27	147
		Fixed-Term Contract	Managers	5		5
			Non-managers	31	8	39
	N/A	Casual	Managers		1	1
			Non-managers	12	3	15

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

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		1	1
			Managers	41	54	95
			Non-managers	237	206	443
		Fixed-Term Contract	Managers	3	2	5
			Non-managers	18	14	32
	Part-time	Permanent	Managers	7		7
			Non-managers	124	13	137
		Fixed-Term Contract	Managers		1	1
			Non-managers	9	2	11
	N/A	Casual	Non-managers	4	4	8
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	26	15	41
			Non-managers	104	22	126
	Part-time	Permanent	Managers	5		5
			Non-managers	123		123
		Fixed-Term Contract	Non-managers	2		2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		13	13
			Non-managers	1	32	33
		Fixed-Term Contract	Non-managers		1	1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

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	Non-managers	7	3	10
	Part-time	Permanent	Non-managers	12		12

* Total employees includes Non-binary

Workplace Profile Table

Industry: Finance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	417	537	0	0	954
	Full-time contract	10	5	0	0	15
	Part-time permanent	52	7	0	0	59
	Part-time contract	4	0	0	0	4
	Casual	0	1	0	0	1
Professionals	Full-time permanent	550	735	3	4	1,292
	Full-time contract	40	55	0	0	95
	Part-time permanent	182	31	0	0	213
	Part-time contract	7	1	0	0	8
	Casual	4	6	0	0	10
Clerical And Administrative Workers	Full-time permanent	678	357	0	0	1,035
	Full-time contract	27	20	0	0	47
	Part-time permanent	376	32	0	0	408
	Part-time contract	13	1	0	0	14
	Casual	10	5	0	0	15
Sales Workers	Full-time permanent	506	335	0	0	842
	Full-time contract	14	14	0	0	28
	Part-time permanent	340	27	0	0	367
	Part-time contract	11	4	0	0	15
	Casual	4	3	0	0	7

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Finance

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	1	0	1
KMP	Full-time permanent	1	6	7
GM	Full-time permanent	30	49	79
	Full-time contract	1	0	1
	Part-time permanent	0	1	1
SM	Full-time permanent	135	231	366
	Full-time contract	6	3	9
	Part-time permanent	21	2	23
	Part-time contract	2	0	2
OM	Full-time permanent	250	251	501
	Full-time contract	3	2	5
	Part-time permanent	31	4	35
	Part-time contract	2	0	2
	Casual	0	1	1

* Total employees includes Non-binary