



Date Created: 23-05-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**





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# 2022 - 23 Gender Equality Reporting

## Submitted By:

ASX Limited 98008624691

# #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; Strategy

**Performance management processes:** Yes

Policy; Strategy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** Yes Policy; Strategy

**Succession planning:** Yes

Policy; Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** Yes Policy; Strategy

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.

ASX was awarded as an Employer of Choice for Gender Equality for 2022-24 by WGEA and intends to continue the commitments reflected in this citation into the future.

We are also conducting an extensive policy and strategy review and uplift where required

## Governing Bodies

**Organisation:** ASX Limited

**1.Name of the governing body:** ASX Limited Board

**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
	0	1	0

Member	Female (F)	Male (M)	Non-Binary
	5	4	0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**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:** Strategy

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

We are proud to have not only met, but exceeded our gender balance targets for our Board, which is currently 50% women and 50% men.

# #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 be transparent about pay scales and/or salary bands; 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?**

2023-03-31

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

ASX reports our Gender Pay Gap to our Board and Employees our using both an Average Fixed Pay (base salary plus superannuation) and Total Target Reward methodology for permanent employees excluding CEO. The Total Target Reward methodology differs to the WGEA Gender Pay Gap methodology. ASX's Total Target Reward methodology uses an annualised base salary, superannuation and incentive opportunities at target performance. The WGEA Total Target Remuneration methodology adds in addition to ASX's approach any overtime, bonuses, or other additional payments. Therefore our internally reported Gender Pay Gap has differed to the WGEA Gender Pay Gap.

Our internally reported Gender Pay Gap was communicated to our employees in an internal Diversity and Gender Equality video communication from our CEO in February 2023, and shared again at an International Women's Day event in March 2023 and via our internal communications channels.

## 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; 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; Reported pay equity metrics (including gender pay gaps) to all employees; Reported pay equity metrics (including gender pay gaps) externally; Corrected like-for-like gaps

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

Date Created: 23-05-2023

ASX undertakes a like-for-like role analysis to determine whether there are any gender-based systemic biases in the way the remuneration framework is applied. ASX also conducts an 'average salary' analysis. While progress continues, the difference in average salary reflects the fact that there is unequal representation of genders in higher-paying roles. This is reflective of a broader issue on the imbalance in the representation of women in higher paying roles in the workforce. Both analyses are conducted across the entire organisation and are run on both a fixed remuneration and total remuneration (fixed plus short term incentive) basis.

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

ASX has a Gender Pay Equity Action Plan, which is committed to achieving pay equity at all levels. Progress against the Gender Pay Equity Action Plan is reported to the Remuneration Committee. ASX recognises that gender pay issues are broader than the outcome of pay decision and typically reflect differences in succession, talent, or opportunity for roles.

ASX is focused on a holistic approach to managing inequality across the employee lifecycle. Ongoing actions to monitor and maintain include:

- a) raising awareness of pay equality at executive level, board level, and staff level;
- b) demonstrating leadership commitment, with gender representation targets included as part of the executives' balanced scorecard;
- c) Human Resources review of commencement salaries to ensure pay equity
- d) Annual review of pay equity gap analysis monitoring pay increases to reduce and eliminate bias;
- e) Human Resources and Executive review of all compensation recommendations during the annual compensation review process by gender, level, division, and across 'like roles';
- f) reporting of remuneration review outcomes to the Board to highlight and address any pay inequalities;
- g) Ongoing review of remuneration decision during promotion, secondment and transfers;
- h) Compulsory online Diversity and Inclusion training and
- i) Mandating of gender-balanced shortlists when recruiting all roles and gender equality targets.

## Employee Consultation

Date Created: 23-05-2023

**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; Exit interviews; 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:

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.**

WE@ASX (ASX Employee Network Group for Women) has been progressing the conversation of gender equality at ASX for a number of years, and hosting numerous networking and speaker events highlighting topics around Gender Equality.

# #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:**

Date Created: 23-05-2023

**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**

Yes

**Employees are surveyed on whether they have sufficient flexibility**

Yes

**Employee training is provided throughout the organisation**

No

Other

**Other:** Provided at Manager level

**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**

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

Not aware of the need

**Team-based training is provided throughout the organisation**

No

Other

**Other:** Provided at Manager level

**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; Informal options are available

**Compressed working weeks:** Yes

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

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.**

In 2021 an online Hybrid Hub was created (and evolved again in 2022) which has training tools, conversation guides and resources for managers to discuss and manage flexibility and hybrid working. A range of resources are also available for all employees. In 2022 we also created team collaboration sessions to assist managers in working with teams to create optimum hybrid working environments that benefited team, individual and stakeholders across all genders.

In addition there are a range of hybrid working training courses available for employees via our online training portal, ME@A.

# #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.**

ASX recognises the importance of Parental Leave Policies in continuing to support and enhance gender equality within our organisation. We are currently conducting a review of our Parental Leave policy and will be making changes in 2023 to enhance the benefits provided and further support our employees on their parenting journey

## 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

Other

**Other:** We have employer funded Paid Parental leave and superannuation contributions on unpaid leave.

**2.3. Breastfeeding facilities**

Yes

Available at ALL worksites

**2.4. Childcare referral services**

Yes

Available at ALL worksites

**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**

Yes

Available at ALL 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

Other

**Other:** Employees can request additional support through their People & Culture Business Partner as required

**2.10. Parenting workshops targeting mothers**

No

Other

**Other:** Employees can request additional support through their People & Culture Business Partner as required

**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**

Yes

Available at ALL worksites

**2.13. On-site childcare**

No

Not a priority

**2.14. Other details:** Yes

Available at ALL worksites

**Provide Details:**

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

ASX has been an accredited Breastfeeding Friendly Workplace (BFW) for 10 years. Since accreditation the BFW team have carried out annual assessments to ensure ASX has successfully established, embedded and improved BFW standards within company facilities. As a result of all these years of effort, ASX now meets best practice for current BFW standards and recognises ASX as one of its most dedicated accredited Breastfeeding Friendly Workplaces.

## 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 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.

ASX has mandatory training modules for all new employees with annual retrain requirements (Equal Employment Opportunity, Diversity and Inclusion, Work Health and Safety) which covers discrimination and sexual harassment.

ASX is currently reviewing our policies, procedures and mandatory training, and revising where required to meet best practice standards. We have a zero tolerance policy and this has been reinforced in 2023 in communications by our CEO.

## 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**

No

Other

**Provide Details:** No EA in place

**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

Other

**Provide Details:** Our policy states that, at the discretion of the Executive for People and Culture, further support can be provided to employees experiencing family and domestic violence. This could be applied to emergency accommodation assistance as required.

**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

Not aware of the need

**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)**

No

Other

**Provide Details:**No EA in place

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

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

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

No

Other

**Provide Details:**No EA in place

**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**

ASX's EAP has specialist Family and Domestic Violence support available for all employees and family members

ASX created a Family and Domestic Violence support online hub, outlining support offered and assistance available to employees and resources and training videos. This also includes a testimonial from an anonymous ASX employee who shared their

**Date Created: 23-05-2023**

experience of being a victim survivor of family and domestic violence. This helps to build awareness that this can happen anywhere, to anyone, regardless of socioeconomic status, cultural background, religion and/or beliefs, gender identity. They shared the positive impact of the support and assistance they received from their colleagues and workplace.

Our Family and Domestic Violence policy also states that, at the discretion of the Executive for People and Culture, further support can be provided to employees experiencing family and domestic violence.