



Date Created: 08-06-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

CODFERN PTY. LTD. 71010869959

Handley Funerals Pty Ltd 48605916890

Newhaven Funerals (North Queensland) Pty Ltd 96626612584

Latrobe Valley Funeral Services Pty. Ltd. 40004973782

Morleys Funerals Pty Ltd 64063939908

Manning Great Lakes Memorial Gardens Pty Ltd 11002519708

Phillip Stephens Funeral Services Pty Ltd 70612425242

Eyre Peninsula Funeral Services Pty Ltd 51604558965

Millingtons Funeral Services Pty Ltd 48609318005

Quinn Funeral Services Pty Ltd 34604558830

Devonport Funeral Services Pty Ltd 26611369263

Meadow Funeral Group Pty Ltd 64618755025

Hall Funeral Services Pty Ltd 14605893258

Propel Funeral Partners Limited 41616909310

Mildura Funeral Services Pty Ltd 91618280470



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Coonamble Funeral Services Pty Limited 46169496619

Erceg McIntyre Pty Ltd 48065077438

Coventry Funeral Homes Pty. Ltd. 93631848416

Gympie Funeral Services Pty Limited 15165196994

Integrity Funeral Services Pty. Limited 74154640427

F.W. Barnes Funeral Services Pty Ltd 30614760762

Norwood Park Pty Limited 66008439441

Tamworth & Gunnedah Funeral Services Pty. Ltd. 17610725203

Pfp Corporate Services Pty Ltd 76623445330

Wt Howard Funeral Services Pty Ltd 56609160901

South Burnett Funerals & Crematorium Pty Ltd 65165197133

Riverina Funeral Services Pty Ltd 23605771793

Millingtons Cemetery Services Pty Ltd 18609317508

Premier Funeral Group Pty Ltd 11608820515

Leslie G Ross Funeral Services Pty Limited 55169589879

Pet Cremations (Townsville) Pty Ltd 34631891097

PETS RIP PTY LTD 12646136852

Carol & Terry Crawford Funerals Pty Ltd 59655140186

Glenelg Funerals Pty Ltd 15653306980

Charles Berry & Son Pty. Ltd. 22007617978

#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

Retention: Yes

Policy

Performance management processes: Yes

Policy

Promotions: Yes.

Policy

Talent identification/identification of high potentials: Yes Policy

Succession planning: Yes

Policy

Training and development: Yes

Policy

Key performance indicators for managers relating to gender equality:

No Insufficient resources/expertise

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

Yes Policy

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

Governing Bodies

Organisation: CODFERN PTY. LTD.

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Handley Funerals Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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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

Organisation: Newhaven Funerals (North Queensland) Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Latrobe Valley Funeral Services Pty. Ltd.

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Morleys Funerals Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Manning Great Lakes Memorial Gardens Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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
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	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Phillip Stephens Funeral Services Pty Ltd

1. Name of the governing body: Propel Funeral Partners 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
	2	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Eyre Peninsula Funeral Services Pty Ltd

1. Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Millingtons Funeral Services Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Quinn Funeral Services Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the

board consists of one third female directors.

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

Organisation: Devonport Funeral Services Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Meadow Funeral Group Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Hall Funeral Services Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Propel Funeral Partners Limited

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Mildura Funeral Services Pty Ltd

1. Name of the governing body: Propel Funeral Partners 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)	Male (M)	Non-Binary

2	3	0
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4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Coonamble Funeral Services Pty Limited

1. Name of the governing body: Propel Funeral Partners 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
	2	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:**

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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**Organisation:** Erceg Mcintyre Pty Ltd**1.Name of the governing body:** Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

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

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Coventry Funeral Homes Pty. Ltd.

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Date Created: 08-06-2023

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Gympie Funeral Services Pty Limited

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Integrity Funeral Services Pty. Limited

1.Name of the governing body: Propel Funeral Partners 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
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: F.W. Barnes Funeral Services Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Norwood Park Pty Limited

1.Name of the governing body: Propel Funeral Partners 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
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Tamworth & Gunnedah Funeral Services Pty. Ltd.

1.Name of the governing body: Propel Funeral Partners 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
	2	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Pfp Corporate Services Pty Ltd

1. Name of the governing body: Propel Funeral Partners 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
	2	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Wt Howard Funeral Services Pty Ltd

1. Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: South Burnett Funerals & Crematorium Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Riverina Funeral Services Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the

board consists of one third female directors.

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

Organisation: Millingtons Cemetery Services Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Premier Funeral Group Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Leslie G Ross Funeral Services Pty Limited

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Pet Cremations (Townsville) Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: PETS RIP PTY LTD

1. Name of the governing body: Propel Funeral Partners 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)	Male (M)	Non-Binary

2	3	0
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4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Carol & Terry Crawford Funerals Pty Ltd

1. Name of the governing body: Propel Funeral Partners 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
	2	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Glenelg Funerals Pty Ltd

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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

Organisation: Charles Berry & Son Pty. Ltd.

1.Name of the governing body: Propel Funeral Partners 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) 2	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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:

Other

Date Created: 08-06-2023

Other value: Gender is one of the many factors considered in respect of the composition of the board. A second female director was appointed to the board on 6 May 2022 and the board consists of one third female directors.

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.

#Action on gender equality

Gender Pay Gaps

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

No

Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

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

30/06/2022

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

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)?

No

Insufficient resources/expertise Salaries for SOME employees (including managers) are set by awards or industrial agreements and there is NO room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)

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?

No Other

Other Details:Following the release of this report, employees will have an opportunity to comment on issues.

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

No

Insufficient resources/expertise

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

Employees:

Yes

Date:14/10/2022

Shareholder:

Yes

Date:14/10/2022

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?

No

Other

Other: Informal – assessed on a case-by-case basis in consultation with the employee’s manager.

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 Informal options are available

Compressed working weeks: Yes

SAME options for women and men Informal options are available

Flexible hours of work: Yes

SAME options for women and men Informal options are available

Job sharing: Yes

SAME options for women and men

Informal options are available

Part-time work: Yes

SAME options for women and men Informal options are available

Purchased leave: Yes

SAME options for women and men Informal options are available

Remote working/working from home: Yes

SAME options for women and men 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 Informal 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?

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?

No

Other

Other: Government funded parental leave scheme is provided.

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?

No

Other

Other: Informal – assessed on a case-by-case basis in consultation with the employee's manager

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

- 2.1. Employer subsidised childcare

No

Other: Government subsidies (where applicable) are provided.

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

No

Other

Other: Not currently available

- 2.3. Breastfeeding facilities

No

Other

Other: Informal – assessed on a case-by-case basis in consultation with the employee's manager

2.4. Childcare referral services

No

Other

Other: Not currently available

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

No

Other: Not currently available

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

No

Other: Not currently available

2.7. Internal support networks for parents

No

Other: Not currently available

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

No

Other: Not currently available

2.9. Parenting workshops targeting fathers

No

Other: Not currently available

2.10. Parenting workshops targeting mothers

No

Other: Not currently available

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

No

Other: Not currently available

2.12. Support in securing school holiday care

No

Other: Not currently available

2.13. On-site childcare

No

Other: Rarely possible given the nature of Propel's business.

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:

No

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?

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager. Fair Work Australia provides 10 days paid leave under NES.

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?

Date Created: 08-06-2023

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

No

Other

Provide Details: Fair Work Australia provides 10 days paid leave under NES.
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: Not currently available

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

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager.

Flexible working arrangements

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager.

Offer change of office location

No

Other

Date Created: 08-06-2023

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager.

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

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager.

Training of key personnel

No

Other

Provide Details: Not currently available

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

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager.

Workplace safety planning

No

Other

Provide Details: Not currently available

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

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager. Fair Work Australia provides 10 days paid leave under NES.

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

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager. Fair Work Australia provides 10 days paid leave under NES.

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

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager. Fair Work Australia provides 10 days paid leave under NES.

Access to unpaid leave

No

Other

Provide Details: Informal – assessed on a case-by-case basis in consultation with the employee’s manager. Fair Work Australia provides 10 days paid leave under NES.

Other: No

Provide Details:

1. **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: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	15	29	0	0	44
	Part-time permanent	1	3	0	0	4
Professionals	Full-time permanent	10	6	0	0	16
	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	0	2	0	0	2
Community And Personal Service Workers	Full-time permanent	69	114	0	0	183
	Part-time permanent	31	23	0	0	54
	Casual	114	141	0	0	255
Clerical And Administrative Workers	Full-time permanent	31	4	0	0	35
	Part-time permanent	34	1	0	0	35
	Casual	10	0	0	0	10
Sales Workers	Full-time permanent	1	0	0	0	1

* Categorized 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: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	1	2
GM	Full-time permanent	4	16	20
	Part-time permanent	1	2	3
SM	Full-time permanent	1	0	1
OM	Full-time permanent	9	11	20
	Part-time permanent	0	1	1

* 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	0	1	0	0	1

* 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	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Professional, Scientific and Technical Services (Except Computer System Design and Related)

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1	2	0	0	3
Professionals	Full-time permanent	6	5	0	0	11

* 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: Professional, Scientific and Technical Services (Except Computer System Design and Related

Manager category	Employment status	No. of employees		
		F	M	Total*
KMP	Full-time permanent	1	1	2
GM	Full-time permanent	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Personal and Other Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	14	26	0	0	40
	Part-time permanent	1	3	0	0	4
Professionals	Full-time permanent	4	1	0	0	5
	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	0	2	0	0	2
Community And Personal Service Workers	Full-time permanent	69	114	0	0	183
	Part-time permanent	31	23	0	0	54
	Casual	114	141	0	0	255
Clerical And Administrative Workers	Full-time permanent	31	4	0	0	35
	Part-time permanent	34	1	0	0	35
	Casual	10	0	0	0	10
Sales Workers	Full-time permanent	1	0	0	0	1

* Categorized 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: Personal and Other Services

Manager category	Employment status	No. of employees		
		F	M	Total*
GM	Full-time permanent	4	15	19
	Part-time permanent	1	2	3
SM	Full-time permanent	1	0	1
OM	Full-time permanent	9	11	20
	Part-time permanent	0	1	1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Personal and Other Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	N/A	Casual	Non-managers	1	1	2
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	2	3
			Non-managers	34	35	69
	Part-time	Permanent	Managers	1		1
			Non-managers	17	2	19
	N/A	Casual	Non-managers	50	47	97

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Personal and Other 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	Managers	2	4	6
			Non-managers	36	29	65
	Part-time	Permanent	Managers	1		1
			Non-managers	19	8	27
	N/A	Casual	Non-managers	35	59	94
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0
Managers				0	0	0
Non-managers				3	1	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	2	0	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

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Personal and Other Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	N/A	Casual	Non-managers	1	1	2
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	1	2	3
			Non-managers	34	35	69
	Part-time	Permanent	Managers	1		1
			Non-managers	17	2	19
	N/A	Casual	Non-managers	50	47	97

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Personal and Other 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	Managers	2	4	6
			Non-managers	36	29	65
	Part-time	Permanent	Managers	1		1
			Non-managers	19	8	27
	N/A	Casual	Non-managers	35	59	94
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0
Managers				0	0	0
Non-managers				3	1	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	2	0	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

* Total employees includes Non-binary