

Employer Public Report

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Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Other

Provide details: Gender and other aspects of diversity

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

No

1.3 Does your organisation have any targets to address gender equality in your workplace?

No

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



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Propel Funeral Partners Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or



Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Norwood Park Pty Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy



.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Morleys Funerals Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Propel Funeral Partners Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?



| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Eyre Peninsula Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited



C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Wt Howard Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission



group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this



organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Mildura Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No



G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Erceg McIntyre Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion



F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Devonport Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?



Yes

Selected value: Policy

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E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Millingtons Cemetery Services Pty Ltd

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A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Propel Funeral Partners Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair



position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Hall Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?



C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: South Burnett Funerals & Crematorium Pty Ltd



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body



H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Leslie G Ross Funeral Services Pty Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No



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G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Integrity Funeral Services Pty. Limited

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Propel Funeral Partners Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

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E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

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E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate



shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Millingtons Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |



E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Riverina Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors



D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

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F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Premier Funeral Group Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No



B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

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Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes



Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Pfp Corporate Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

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Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body



H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Tamworth & Gunnedah Funeral Services Pty. Ltd.

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

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Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Pet Cremations (Townsville) Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

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Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

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No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Phillip Stephens Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|-------|------------|----------|
| Chair | 0 | 1 |



| | | |
|----------------------------|---|---|
| Members (excluding chairs) | 2 | 3 |
|----------------------------|---|---|

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Newhaven Funerals (North Queensland) Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?



D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Coventry Funeral Homes Pty. Ltd.

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?



No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?



Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Quinn Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this



governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Gympie Funeral Services Pty Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or



Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Manning Great Lakes Memorial Gardens Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy



.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: F.W. Barnes Funeral Services Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Propel Funeral Partners Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?



| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Latrobe Valley Funeral Services Pty. Ltd.

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited



C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Handley Funerals Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission



group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this



organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Meadow Funeral Group Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No



G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Coonamble Funeral Services Pty Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion



F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: CODFERN PTY. LTD.

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?



Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: PETS RIP PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Propel Funeral Partners Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair



position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Glenelg Funerals Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?



C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Charles Berry & Son Pty. Ltd.



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body



H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Carol & Terry Crawford Funerals Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No



.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Community Funerals Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Propel Funeral Partners Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate



shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Alfred James & Sons Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |



E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: Wangaratta Funeral Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors



D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: PENHALL FUNERALS PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No



B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes



Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: SYDNEY FAREWELLS PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body



H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

Organisation: WALTER CARTER FUNERALS PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Propel Funeral Partners Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

| | Female (F) | Male (M) |
|----------------------------|------------|----------|
| Chair | 0 | 1 |
| Members (excluding chairs) | 2 | 3 |

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Cultural and/or language and/or race/ethnicity background; Gender identity; Age

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



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

No

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

No

Other

Provide details: Insufficient resources. Salaries for some employees (incl managers) are set by awards or agreements and there is no room for discretion in pay changes.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 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.

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

No

2.8 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 Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

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

No

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

| Flexible working option | MANAGERS | NON-MANAGERS |
|--|----------|--------------|
| Flexible hours of work (start and finish times) | Yes | Yes |
| Compressed working weeks | No | No |
| Time-in-lieu | Yes | Yes |
| Hybrid working (regular days worked from home and in office) | Yes | No |
| Working fully remote (no regular days worked in office) | No | No |
| Reduced hours or part-time work | Yes | Yes |
| Job sharing arrangements | Yes | Yes |
| Purchased leave | No | No |
| Unpaid leave | Yes | Yes |
| Flexible scheduling, rostering or switching of shifts | Yes | Yes |

3.3 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 for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, ⁵⁷recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

No Government scheme is sufficient

4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

No

4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

No

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

| Support mechanism | Answer |
|--|--------|
| Breastfeeding facilities | No |
| Information packs for those with family and/or caring responsibilities | No |
| Referral services to support employees with family and/ or caring responsibilities | No |
| Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks | No |
| Internal support networks for parents and/or carers | No |
| Targeted communication mechanisms (e.g. intranet forums) | No |
| Return to work bonus (only select if this bonus is not the balance of paid parental leave) | No |
| Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres) | No |
| Referral services for care facilities (could include for childcare, eldercare and/or adult day centres) | No |



| Support mechanism | Answer |
|---|--------|
| Breastfeeding facilities | No |
| On-site childcare | No |
| Employer subsidised childcare | No |
| Parenting workshop | No |
| Keep-in-touch programs for carers on extended leave and/or parental leave | No |
| Access to counselling and external support for carers (e.g. EAP) | No |



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



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Protection from adverse action based on disclosure of sexual harassment and discrimination; Manager and non-manager training on respectful workplace conduct and sexual harassment; Other

Provide Details: Currently developing strategies in a number of areas referred to in the above list.

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

| Answer | |
|----------------------------|-----|
| By the Governing Body | Yes |
| By the CEO (or equivalent) | Yes |

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes

| Cohort | At induction | At promotion | Annually | Multiple times per |
|--------|--------------|--------------|----------|--------------------|
|--------|--------------|--------------|----------|--------------------|



| | | | | year |
|--------------------|-----|-----|-----|------|
| All managers | Yes | Yes | Yes | No |
| All non-managers | Yes | Yes | Yes | No |
| The Governing Body | No | | No | No |

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; Trauma-informed management and response to disclosures; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

No

Chief Executive Officer or equivalent

Yes

At staff inductions;When staff are promoted;Annually

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident



management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process to disclose anonymously

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

At every meeting

CEO or equivalent

Yes

At every meeting



Key Management Personnel

Yes

At every meeting

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Identified risks of workplace sexual harassment; Nature of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Effectiveness of response to reports of sexual harassment

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.



Harm Prevention

Family or Domestic Violence

5.10 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

No

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

| Type of support (select all that apply) | |
|---|-----|
| Protection from any adverse action or discrimination based on the disclosure of domestic violence | No |
| Confidentiality of matters disclosed | Yes |
| Training of key personnel | Yes |
| Flexible working arrangements | Yes |
| Workplace safety planning | no |
| Employee assistance program (including access to psychologist, chaplain or counsellor) | Yes |
| Referral of employees to appropriate domestic violence support services for expert advice | No |
| Provision of financial support (e.g. advance bonus payment or advanced pay) | No |
| A domestic violence clause is in an enterprise agreement or workplace agreement | No |
| Access to medical services (e.g. doctor or nurse) | No |
| Offer change of office location | No |
| Emergency accommodation assistance | No |

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid domestic violence leave?

10



Access to unpaid domestic violence leave?

No

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



Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Propel Funeral Partners Limited
Total group employee count: 793

Table 1 – Gender composition of all occupational categories

| Occupational category | Employment status | No. of employees | | Number of graduates or apprentices (combined) | | Total employees* |
|--|---------------------|------------------|-----|---|---|------------------|
| | | F | M | F | M | |
| Managers | Full-time permanent | 19 | 39 | 0 | 0 | 58 |
| | Part-time permanent | 0 | 1 | 0 | 0 | 1 |
| Professionals | Full-time permanent | 11 | 6 | 0 | 0 | 17 |
| | Part-time permanent | 3 | 0 | 0 | 0 | 3 |
| Technicians And Trades Workers | Full-time permanent | 0 | 2 | 0 | 0 | 2 |
| Community And Personal Service Workers | Full-time permanent | 101 | 140 | 0 | 0 | 241 |
| | Part-time permanent | 43 | 18 | 0 | 0 | 61 |
| | Casual | 124 | 177 | 0 | 0 | 301 |
| Clerical And Administrative Workers | Full-time permanent | 53 | 2 | 0 | 0 | 55 |
| | Part-time permanent | 37 | 0 | 0 | 0 | 37 |
| | Casual | 13 | 3 | 0 | 0 | 16 |
| Sales Workers | Full-time permanent | 1 | 0 | 0 | 0 | 1 |

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

| Manager category | Employment status | No. of employees | | Number of graduates or apprentices (combined) | | Total employees* |
|------------------|---------------------|------------------|----|---|---|------------------|
| | | F | M | F | M | |
| CEO | Full-time permanent | 0 | 1 | 0 | 0 | 1 |
| KMP | Full-time permanent | 1 | 1 | 0 | 0 | 2 |
| GM | Full-time permanent | 5 | 25 | 0 | 0 | 30 |
| | Part-time permanent | 0 | 1 | 0 | 0 | 1 |
| SM | Full-time permanent | 1 | 0 | 0 | 0 | 1 |
| OM | Full-time permanent | 12 | 12 | 0 | 0 | 24 |

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period
Question 1
How many employees were promoted?

| Contract Type | Employment Type | CEOs, KMPs & HOBs | | Managers (excl. CEOs, KMPs & HOBs) | | Non-managers | | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
| | | Female | Male | Female | Male | Female | Male | |
| Full-time | Permanent | 0 | 0 | 2 | 2 | 4 | 2 | 10 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N/A | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Question 2
How many employees were promoted from non-manager to manager?

| Contract Type | Employment Type | CEOs, KMPs & HOBs | | All managers | | Non-managers | | Total* |
|---------------|-----------------|-------------------|------|--------------|------|--------------|------|--------|
| | | Female | Male | Female | Male | Female | Male | |
| Full-time | Permanent | | | 2 | 0 | | | 2 |
| Part-time | Permanent | | | 0 | 0 | | | 0 |
| Full-time | Fixed-term | | | 0 | 0 | | | 0 |
| Part-time | Fixed-term | | | 0 | 0 | | | 0 |
| N/A | Casual | | | 0 | 0 | | | 0 |

Question 3
How many employees were internally appointed?

| Contract Type | Employment Type | CEOs, KMPs & HOBs | | Managers (excl. CEOs, KMPs & HOBs) | | Non-managers | | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
| | | Female | Male | Female | Male | Female | Male | |
| Full-time | Permanent | 0 | 0 | 0 | 0 | 3 | 1 | 4 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N/A | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Question 4
How many employees (including partners with an employment contract) were externally appointed?

| Contract Type | Employment Type | CEOs, KMPs & HOBs | | Managers (excl. CEOs, KMPs & HOBs) | | Non-managers | | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
| | | Female | Male | Female | Male | Female | Male | |
| Full-time | Permanent | 0 | 0 | 0 | 1 | 32 | 27 | 60 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 19 | 2 | 21 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N/A | Casual | 0 | 0 | 0 | 0 | 42 | 56 | 98 |

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)**Question 5****How many employees voluntarily resigned?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs | | Managers (excl. CEOs, KMPs & HOBs) | | Non-managers | | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
| | | Female | Male | Female | Male | Female | Male | |
| Full-time | Permanent | 0 | 0 | 0 | 0 | 41 | 37 | 78 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 25 | 5 | 30 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N/A | Casual | 0 | 0 | 0 | 0 | 40 | 59 | 99 |

Question 6**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs | | Managers (excl. CEOs, KMPs & HOBs) | | Non-managers | | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
| | | Female | Male | Female | Male | Female | Male | |
| Full-time | Permanent | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N/A | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Question 7**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs | | Managers (excl. CEOs, KMPs & HOBs) | | Non-managers | | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
| | | Female | Male | Female | Male | Female | Male | |
| Full-time | Permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N/A | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Question 8**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs | | Managers (excl. CEOs, KMPs & HOBs) | | Non-managers | | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
| | | Female | Male | Female | Male | Female | Male | |
| Full-time | Permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| N/A | Casual | | | | | | | |

* Total employees includes Non-binary