



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 <u>Gender Equality Standards</u>.



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					
Polic	у				
	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				
	Do you have a formal policy and/or formal strategy on diversity and inclusion in you nisation?				
rga					
orga					
orga √0 .3 [
orga √0 1.3 [Does your organisation have any targets to address gender equality in your				



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 organisat	ion/s' governing body	or bodies.	
Organisation: Propel Funer	al Partners Limited		
A. To your knowledge, is th group for this year's Gendo	•	so reported in a different submission	n
No			
3. What is the name of you	ır governing body?		
Propel Funeral Partners Lin	nited		
C. What type of governing	hody does this organ	cation have?	
2. What type of governing	body does this organi	Sation nave:	
D. How many members are	-	y and who holds the predominant C	;ha
D. How many members are position?	Female (F)	Male (M)	:ha
D. How many members are	-	•	:ha
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this organizes Selected value: Policy	Female (F) 0 2 cies and/or formal stranisation's governing	Male (M) 1 3 ategies in place to support and achibody?	
Chair Members (excluding chairs) E. Do you have formal policy gender equality in this organics Selected value: Policy E.1 Do the formal po	Female (F) 0 2 cies and/or formal stranisation's governing	Male (M) 1 3 ategies in place to support and achi	iev



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
2. How many members are in the governing body and who holds the predominant chair

ir 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



D. How many members are in the governing body and who holds the predominant Chair position?
Board of Directors
C. What type of governing body does this organisation have?
Propel Funeral Partners Limited
3. What is the name of your governing body?
NO
group for this year's Gender Equality Reporting? √○
A. To your knowledge, is this governing body also reported in a different submission
Drganisation: Morleys Funerals Pty Ltd
es Cultural and/or language and/or race/ethnicity background; Gender identity; Age
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?
governing body
es, a target has been set to maintain the existing representation of women on this
G. Has a target been set on the representation of women on this governing body?
Members? √o
F. Does this organisation's governing body have limits on the terms of its Chair and/ or
shortlists; Gender diversity and inclusion
Selection process for governing body members; Gender diversity on candidate
E.1 Do the formal policies and/or formal strategies include any of following?



	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 achiev	ve
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?	
Roard 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 Gend	er Equality Reporting?		
No			
B. What is the name of you	ur governing body?		
Propel Funeral Partners Lir	mited		
C. What type of governing	body does this organi	sation have?	
Board of Directors			
D. How many members are position?	e in the governing bod	y and who holds the predomi	nant Chair
	Female (F)	Male (M)	
Chair	0	1	
Members (excluding chairs)	2	3	
-	r governing body mem	trategies include any of follow bers; Gender diversity on can	_
F. Does this organisation's	s governing body have		
Members?		limits on the terms of its Ch	air and/ or
Members? No G. Has a target been set or		f women on this governing bo	ody?



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



	Female (F)	Male (M)
D. How many members are in position?	the governing l	oody and who holds the predominant Chair
232.4 3. 2. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3. 3.		
Board of Directors	,	
C. What type of governing bo	dy does this ora	anisation have?
Propel Funeral Partners Limite	ed	
B. What is the name of your g	overning body?	
No		
A. To your knowledge, is this group for this year's Gender I		also reported in a different submission ng?
Organisation: Devonport Fune	ral Services Pty I	_td
Yes Cultural and/or language and/	or race/ethnicity	background; Gender identity; Age
organisation's governing bod		-
		strategy on diversity and inclusion for this
Yes, a target has been set to r governing body	naintain the exis	ting representation of women on this
•	<u>-</u>	n of women on this governing body?
No		
F. Does this organisation's go Members?	overning body h	ave limits on the terms of its Chair and/ or

	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?



F. Does this organisation's governing body have limits on the terms of its Chair and/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 thorganisation's governing body? Yes Cultural and/or language and/or race/ethnicity background; Gender identity; Age Organisation: Millingtons Cemetery 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	cess for governing body members; Gender diversity on candidate order diversity and inclusion action's governing body have limits on the terms of its Chair and/ or a set on the representation of women on this governing body? en set to maintain the existing representation of women on this arming body? crmal policy and/or formal strategy on diversity and inclusion for this rning body? uage and/or race/ethnicity background; Gender identity; Age gtons Cemetery Services Pty Ltd ge, is this governing body also reported in a different submission is Gender Equality Reporting? et of your governing body? hers Limited	Organ A. To group No B. Wh Prope	vour knowledge, is this governing body also reported in a different submission for this year's Gender Equality Reporting? That is the name of your governing body? Funeral Partners Limited That type of governing body does this organisation have?
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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	rmal policies and/or formal strategies include any of following? cess for governing body members; Gender diversity on candidate ander diversity and inclusion ceation's governing body have limits on the terms of its Chair and/or a set on the representation of women on this governing body?	goveri	ning body
Members? No	rmal policies and/or formal strategies include any of following? cess for governing body members; Gender diversity on candidate and diversity and inclusion cation's governing body have limits on the terms of its Chair and/or	Yes, a	target has been set to maintain the existing representation of women on this
Members?	rmal policies and/or formal strategies include any of following? cess for governing body members; Gender diversity on candidate nder diversity and inclusion	G. Ha	s a target been set on the representation of women on this governing body?
Members?	rmal policies and/or formal strategies include any of following? cess for governing body members; Gender diversity on candidate nder diversity and inclusion	No	
	rmal policies and/or formal strategies include any of following? cess for governing body members; Gender diversity on candidate	Memb	
Selection process for governing body members; Gender diversity on candidate shortlists; Gender diversity and inclusion	mal policies and/or formal strategies include any of following?		
E.1 Do the formal policies and/or formal strategies include any of following?	-y		



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 organi	sation have?
Board of Directors		
D. How many members are	e in the governing bod	y and who holds the predominant Chai
position?	go	, and monetical are productional condi
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	3
Yes Selected value: Policy		
Yes Selected value: Policy E.1 Do the formal po	olicies and/or formal s r governing body mem	
Yes Selected value: Policy E.1 Do the formal po Selection process fo shortlists; Gender div F. Does this organisation's	olicies and/or formal s r governing body mem versity and inclusion	body? trategies include any of following?
Selection process fo shortlists; Gender div	olicies and/or formal s r governing body mem versity and inclusion	trategies include any of following? bers; Gender diversity on candidate
Yes Selected value: Policy E.1 Do the formal policy Selection process for shortlists; Gender divided by the second sec	olicies and/or formal s r governing body mem versity and inclusion s governing body have	body? trategies include any of following? bers; Gender diversity on candidate

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 the group for this year's Gend		also reported in a different submission g?	
No			
B. What is the name of you	ur governing body?		
Propel Funeral Partners Lir	nited		
C. What type of governing	body does this orga	nisation have?	
Board of Directors			
D. How many members are position?	e in the governing b	ody and who holds the predominant Cha	 air
	Female (F)	Male (M)	
Chair	0	1	_
Members (excluding chairs)	2	9	
		3	-
	cies and/or formal s	trategies in place to support and achiev	 /e
E. Do you have formal poli gender equality in this org Yes Selected value: Policy	cies and/or formal s anisation's governi	trategies in place to support and achiev	 /e
E. Do you have formal poli gender equality in this org Yes Selected value: Policy	cies and/or formal s anisation's governi olicies and/or forma	etrategies in place to support and achieving body? I strategies include any of following? embers; Gender diversity on candidate	
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E. Do you have formal poli gender equality in this org Yes Selected value: Policy E.1 Do the formal policy Selection process for shortlists; Gender divided in the second shortlists; Wender divided in the second shortlists; Members? No	cies and/or formal s anisation's governing blicies and/or forma or governing body me eversity and inclusion	strategies in place to support and achieving body? I strategies include any of following? embers; Gender diversity on candidate	
E. Do you have formal poli gender equality in this org Yes Selected value: Policy E.1 Do the formal policy Selection process for shortlists; Gender div F. Does this organisation's Members? No G. Has a target been set or	cies and/or formal s anisation's governing olicies and/or formal or governing body ma eversity and inclusion as governing body ha	etrategies in place to support and achieving body? I strategies include any of following? embers; Gender diversity on candidate	



r forma	ategy on diversity and inclusion for thi
ethnicit	ckground; Gender identity; Age
ervices l	imited
ng body Reporti	o reported in a different submission
g body?	
this or	sation have?
	y and who holds the predominant Chai
verning	Male (M)
-)	Male (M 1 3 ategies in place t



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: 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

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



F. Does this organisation's	s governing body ha	ve limits on the terms of its Chair and/ or
Members?		
No		
G. Has a target been set o	1 the representation	of women on this governing body?
Yes, a target has been set t governing body	to maintain the exist	ing representation of women on this
H. Do you have a formal po organisation's governing b		strategy on diversity and inclusion for this
	•	
Yes Cultural and/or language a	nd/or race/ethnicity	background; Gender identity; Age
Organisation: Millingtons F	uneral Services Pty L	td
A. To your knowledge, is tl group for this year's Gend		also reported in a different submission g?
No		
B. What is the name of you	ır governing body?	
Propel Funeral Partners Lir	nited	
C. What type of governing	body does this orga	nisation have?
Board of Directors		
D. How many members are position?	e in the governing b	ody and who holds the predominant Chair
-	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	3



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**

E. Do you have formal policies and/or formal strategies in place to support and achieve

gender equality in this organisation's governing body?



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 ar	nd/or formal stra	tegies in place t	o support and	achieve
gender equality	y in this organisat	ion's governing b	oody?		

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?

G. Has a larger 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 you	ır governing body?	
Propel Funeral Partners Lin	nited	
C. What type of governing	hody doos this organ	ication have?
Board of Directors	body does this organ	isation nave:
Board of Directors		
D. How many members are position?	e in the governing boo	dy and who holds the predominant Chair
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	3
Selection process fo shortlists; Gender div	r governing body mer versity and inclusion	strategies include any of following? mbers; Gender diversity on candidate e limits on the terms of its Chair and/ or
•	<u>.</u>	of women on this governing body? In grepresentation of women on this
H. Do you have a formal po		trategy on diversity and inclusion for this



Yes

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?

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 organisation's governing body?	diversity and inclusion for this
Yes Cultural and/or language and/or race/ethnicity background	l; Gender identity; Age
Organisation: Tamworth & Gunnedah Funeral Services Pty.	Ltd.
A. To your knowledge, is this governing body also reporte group for this year's Gender Equality Reporting?	d in a different submission
No	
B. What is the name of your governing body?	
Propel Funeral Partners Limited	
C. What type of governing body does this organisation ha	
Board of Directors	ve:
D. How many members are in the governing body and who position? Female (F)	o holds the predominant Chair
Chair 0	1
Members (excluding chairs) 2	3
· · · · · · · · · · · · · · · · · · ·	



Members?

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

G. Has a target been set on the representation of women on	n 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

Selected value: Policy



	nbers are in the governing body and who holds the predominant Chair
Board of Directors	
C. What type of go	overning body does this organisation have?
Propel Funeral Par	tners Limited
	ne of your governing body?
No	. o condo. Equality Reporting.
-	edge, is this governing body also reported in a different submission r's Gender Equality Reporting?
Organisation: Phill	lip Stephens Funeral Services Pty Ltd
Cultural and/or lar	nguage and/or race/ethnicity background; Gender identity; Age
Yes	· -······gy ·
H. Do you have a forganisation's gov	formal policy and/or formal strategy on diversity and inclusion for this verning body?
Yes, a target has b governing body	peen set to maintain the existing representation of women on this
G. Has a target be	en set on the representation of women on this governing body?
Members? No	
_	nisation's governing body have limits on the terms of its Chair and/ or
	rocess for governing body members; Gender diversity on candidate dender diversity and inclusion
	ormal policies and/or formal strategies include any of following?

	Female (F)	Male (M)
Chair	0	1



position?

Members (excluding chairs)	2	3
E. Do you have formal polic gender equality in this org		formal strategies in place to support and achieve governing body?
Yes		
Selected value: Policy		
E.1 Do the formal po	olicies and/	or formal strategies include any of following?
Selection process fo shortlists; Gender div		body members; Gender diversity on candidate inclusion
F. Does this organisation's Members? No	governing	body have limits on the terms of its Chair and/ or
G. Has a target been set or	n the repres	sentation of women on this governing body?
Yes, a target has been set t governing body	o maintain	the existing representation of women on this
H. Do you have a formal po organisation's governing b	•	r formal strategy on diversity and inclusion for this
Yes Cultural and/or language a	nd/or race/	ethnicity background; Gender identity; Age
Organisation: Newhaven Fo	unerals (Nor	rth Queensland) Pty Ltd
A. To your knowledge, is th group for this year's Gendo	_	ng body also reported in a different submission Reporting?
No		
B. What is the name of you	ır governine	g body?
Propel Funeral Partners Lin		-
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 you	ır governing body?		
Propel Funeral Partners Lim	nited		
C. What type of governing	body does this organi	sation have?	
Board of Directors	,		
D. How many members are position?	in the governing bod	y and who holds the predominar	nt Chair
	Female (F)	Male (M)	
Chair	0	1	
Members (excluding chairs)	2	3	
Yes Selected value: Policy E.1 Do the formal po		body? trategies include any of followin	a?
•	r governing body mem	bers; Gender diversity on candida	_
F. Does this organisation's Members?	governing body have	limits on the terms of its Chair	and/ or
•	•	f 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?



V	۵	c

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

Organisation: Quinn Funera	l 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 you	r governing body?		
Propel Funeral Partners Lim	nited		
C. What type of governing I	oody does this organ	isation have?	
Board of Directors			
position?	Female (F)	dy and who holds the predominant Male (M)	t Chair
Chair Members (excluding chairs)	0 2	1 	
Yes Selected value: Policy E.1 Do the formal po	anisation's governing	rategies in place to support and acg body? strategies include any of following mbers; Gender diversity on candida] ?
selection process for shortlists; Gender div		ribers; Gender diversity on candida	ıe

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 t	he formal policies and/or formal strategies include any of following?
	n process for governing body members; Gender diversity on candidate s; Gender diversity and inclusion
F. Does this or Members? No	ganisation's governing body have limits on the terms of its Chair and/ or
G. Has a targe	t been set on the representation of women on this governing body?
Yes, a target ha governing body	as been set to maintain the existing representation of women on this y
organisation's Yes	e a formal policy and/or formal strategy on diversity and inclusion for this governing body? r language and/or race/ethnicity background; Gender identity; Age
	F.W. Barnes Funeral Services Pty Ltd
-	owledge, is this governing body also reported in a different submission year's Gender Equality Reporting?
No	
B. What is the	name of your governing body?
Propel Funeral	Partners Limited
C. What type o	of governing body does this organisation have?
Board of Direct	tors
D. How many r	members are in the governing body and who holds the predominant Chair



	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 achiev	ıе
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



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 Gende	er Equality Reportin	g?	
No			
B. What is the name of you	r governing hody?		
Propel Funeral Partners Lin			
C. What type of governing	body does this orga	nisation have?	
Board of Directors			
D. How many members are position?	in the governing bo	ody and who holds the predominant	Chair
	Female (F)	Male (M)	
Chair	0	1	
Members (excluding chairs)	2	3	
•	governing body me	l strategies include any of following embers; Gender diversity on candidat	
F. Does this organisation's Members?	governing body ha	ve limits on the terms of its Chair a	nd/ or
No			
G. Has a target been set or	the representation	of women on this governing body?	
Yes, a target has been set t governing body	o maintain the existi	ng representation of women on this	
H. Do you have a formal po	olicy and/or formal	strategy on diversity and inclusion f	or this



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 at Members?	nd/ or
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 f organisation's governing body?	or this
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 submissi group for this year's Gender Equality Reporting?	ion
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 position?	Chair
Female (F) Male (M)	

	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/o
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 the 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 Cha

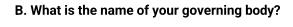


position?

	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 achie	eve
gender equality in this organisation's governing body?	

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





C. What type of governing	body does this organi	Sation have:
Board of Directors		
D. How many members are	e in the governing bod	y and who holds the predominant Cha
position?	3 3	,
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	3
es Selected value: Policy	anisation's governing	body? trategies include any of following?
Yes Selected value: Policy E.1 Do the formal po	olicies and/or formal s	
Yes Selected value: Policy E.1 Do the formal po	olicies and/or formal s	trategies include any of following?
Yes Selected value: Policy E.1 Do the formal po Selection process fo shortlists; Gender div	olicies and/or formal s r governing body mem versity and inclusion	trategies include any of following?
Yes Selected value: Policy E.1 Do the formal policy Selection process for shortlists; Gender div	olicies and/or formal s r governing body mem versity and inclusion	trategies include any of following? nbers; Gender diversity on candidate
Yes Selected value: Policy E.1 Do the formal poselection process for shortlists; Gender divided by the second shortlists; Gender divided by the second shortlists organisation's Members?	olicies and/or formal s r governing body mem versity and inclusion	trategies include any of following? nbers; Gender diversity on candidate
Yes Selected value: Policy E.1 Do the formal possible shortlists; Gender divided by the second shortlists; Gender divided by the second shortlists organisation's Members? No	plicies and/or formal sold of the control of the co	trategies include any of following? nbers; Gender diversity on candidate

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 the group for this year's Gend		also reported in a different submission g?
No		
B. What is the name of you	ur governing body?	
Propel Funeral Partners Lir	nited	
C. What type of governing	body does this orga	inisation have?
Board of Directors		
D. How many members are position?	e in the governing b	ody and who holds the predominant Chai
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	3
yes Selected value: Policy	umoution o governi	.g 20uj.
E.1 Do the formal po	olicies and/or forma	I strategies include any of following?
Selection process fo shortlists; Gender div	9 9	embers; Gender diversity on candidate
F. Does this organisation's Members?	s governing body ha	ve limits on the terms of its Chair and/ o
_	-	of women on this governing body? ing representation of women on this
governing body	.o maintain the exist	ing representation or women on this



organisation's governing b		rategy on diversity and inclusion for this
/es Cultural and/or language a	nd/or race/ethnicity ba	ackground; Gender identity; Age
Organisation: Carol & Terry	/ Crawford Funerals Pty	/ Ltd
A. To your knowledge, is t group for this year's Gend		so reported in a different submission
No		
3. What is the name of you	ur governing body?	
Propel Funeral Partners Lir	mited	
C. What type of governing	body does this organi	sation have?
Board of Directors		
D. How many members are position?		
•	e in the governing bod Female (F)	ly and who holds the predominant Chair Male (M)
position?	Female (F)	Male (M)
Chair Members (excluding chairs) E. Do you have formal poligender equality in this org	Female (F) 0 2 cies and/or formal struganisation's governing	Male (M) 1 3 ategies in place to support and achieve



Members?

No

G. Has a targe	t been set on the representation of women on this governing body?
Yes, a target ha governing body	as been set to maintain the existing representation of women on this /

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

Board of Directors

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

or much type or governing body does allo org

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



governing body nav	e limits on the terms of its Chair and/ or
the representation o	of women on this governing body?
o maintain the existin	g representation of women on this
	rategy on diversity and inclusion for this
nd/or race/ethnicity b	ackground; Gender identity; Age
& Sons Pty Ltd	
nis governing body al er Equality Reporting	so reported in a different submission ?
er Equality Reporting	?
er Equality Reporting or governing body? nited	?
er Equality Reporting or governing body? nited body does this organ	?
er Equality Reporting or governing body? nited body does this organ	? isation have?
•	o maintain the existing of the control of the contr



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**

E. Do you have formal policies and/or formal strategies in place to support and achieve

gender equality in this organisation's governing body?



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 ar	nd/or formal stra	tegies in place t	o support and	achieve
gender equality	y in this organisat	ion's governing b	oody?		

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?

o. Has a larget 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 Lin	nited			
C. What type of governing	hody doos this organ	ication have?		
Board of Directors	body does this organ	isation nave:		
Board of Directors				
D. How many members are position?	e in the governing boo	dy and who holds the predominant Chair		
	Female (F)	Male (M)		
Chair	0	1		
Members (excluding chairs)	2	3		
Selection process fo shortlists; Gender div	r governing body mer versity and inclusion	strategies include any of following? mbers; Gender diversity on candidate e limits on the terms of its Chair and/ or		
•	<u>.</u>	of women on this governing body? In grepresentation of women on this		
H. Do you have a formal po		trategy on diversity and inclusion for this		



Yes

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

J. gainoution. OIDINETIA	REWELLS PTY LTD	
A. To your knowledge, is group for this year's Geno	•	so reported in a different submission ?
No		
B. What is the name of yo	our governing body?	
Propel Funeral Partners Li		
C. What type of governing	g body does this organ	isation have?
Board of Directors		
D. How many members a position?	re in the governing bo	dy and who holds the predominant Ch
	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	3
yes Selected value: Policy E.1 Do the formal p Selection process f	ganisation's governing	rategies in place to support and achievely body? strategies include any of following? nbers; Gender diversity on candidate



governing body

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

H. Do you have a formal peorganisation's governing b		ategy on diversity and inclusion for this
Yes Cultural and/or language a	nd/or race/ethnicity ba	nckground; Gender identity; Age
Organisation: WALTER CAR	RTER FUNERALS PTY I	_TD
A. To your knowledge, is the group for this year's Gende		o reported in a different submission
No		
B. What is the name of you	ur governing body?	
Propel Funeral Partners Lin	nited	
C. What type of governing	hody does this organi	sation have?
Board of Directors	body does this organi	sation have:
D. How many members are position?		y and who holds the predominant Chair
	Female (F)	Male (M)
Chair Members (excluding chairs)	2	3



Members?

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

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, **57**recognising 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



				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?

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

		No. of e	mployees	Number of	graduates or s (combined)	Total anamiaya a *	
Occupational category	Employment status	F	М	F	M	Total employees*	
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

		No. of em	Tatal amenia (a.e.*			
Manager category	Employment status	Employment status F		F	graduates or (combined) M	Total employees*
CEO	Full-time permanent	0	1	0	0	1
КМР	KMP Full-time permanent		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
ОМ	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	. Stall
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	rotar
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	. 514.
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*
Contract Type		Female	Male	Female	Male	Female	Male	. 5301
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