Public report

2018-19

Submitted by

Legal Name:
ASX Limited
## Organisation and contact details

<table>
<thead>
<tr>
<th>Submitting organisation details</th>
<th>Legal name</th>
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</thead>
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<tr>
<td></td>
<td>ASX Limited</td>
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<tr>
<td><strong>ANZSIC</strong></td>
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<tr>
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<td>Business/trading name/s</td>
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<td>ASX code (if applicable)</td>
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<tr>
<td><strong>Postal address</strong></td>
<td>PO Box H224 Australia Square</td>
</tr>
<tr>
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</tr>
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<td></td>
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<tr>
<th>Reporting structure</th>
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# Workplace profile

## Manager

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<td></td>
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## Workplace profile

### Non-manager

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<tr>
<th>Non-manager occupational categories</th>
<th>Employment status</th>
<th>No. of employees (excluding graduates and apprentices)</th>
<th>No. of graduates (if applicable)</th>
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<td>No. of apprentices (if applicable)</td>
<td>Total employees</td>
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Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:
- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal ‘policy’ and/or ‘formal strategy’ in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select “NO, Insufficient resources/expertise” to any option, this may cover human or financial resources.

1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1 Recruitment
- ☑ Yes (select all applicable answers)
  - Policy
  - Strategy
- ☐ No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

1.2 Retention
- ☑ Yes (select all applicable answers)
  - Policy
  - Strategy
- ☐ No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority

1.3 Performance management processes
- ☑ Yes (select all applicable answers)
  - Strategy
- ☐ No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority
1.4 Promotions

☐ Yes (select all applicable answers)
  ☒ Policy
  ☒ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Not a priority

1.5 Talent identification/identification of high potentials

☐ Yes (select all applicable answers)
  ☒ Policy
  ☒ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Not a priority

1.6 Succession planning

☐ Yes (select all applicable answers)
  ☒ Policy
  ☒ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Not a priority

1.7 Training and development

☐ Yes (select all applicable answers)
  ☒ Policy
  ☒ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Not a priority

1.8 Key performance indicators for managers relating to gender equality

☐ Yes (select all applicable answers)
  ☒ Policy
  ☒ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Not a priority

1.9 Gender equality overall

☐ Yes (select all applicable answers)
  ☒ Policy
  ☒ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Not a priority
1.10 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

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<thead>
<tr>
<th></th>
<th>Managers</th>
<th>Non-managers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
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</tr>
<tr>
<td>Permanent/ongoing full-time employees</td>
<td>8</td>
<td>19</td>
</tr>
<tr>
<td>Permanent/ongoing part-time employees</td>
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<td>0</td>
</tr>
<tr>
<td>Fixed-term contract full-time employees</td>
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<td>0</td>
</tr>
<tr>
<td>Fixed-term contract part-time employees</td>
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</tr>
<tr>
<td>Casual employees</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

<table>
<thead>
<tr>
<th></th>
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<th>Male</th>
</tr>
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<tbody>
<tr>
<td>Number of appointments made to MANAGER roles (including promotions)</td>
<td>21</td>
<td>35</td>
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<tr>
<td>Number of appointments made to NON-MANAGER roles (including promotions)</td>
<td>90</td>
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</table>

1.12 How many employees resigned during the reporting period against each category below?

<table>
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<th>Managers</th>
<th>Non-managers</th>
</tr>
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<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Permanent/ongoing full-time employees</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Permanent/ongoing part-time employees</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Fixed-term contract full-time employees</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Fixed-term contract part-time employees</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Casual employees</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term “governing body” in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as “the board of directors, trustees, committee of management, council or other governing authority of the employer”. This question relates to the highest governing body for your Australian entity, even if it is located overseas.
2.1 Please answer the following questions relating to each governing body covered in this report.
Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.
If your organisation’s governing body is the same as your parent entity’s, you will need to add your organisation’s name BUT the numerical details of your parent entity’s governing body.

2.1a.1 Organisation name?
ASX Limited

2.1b.1 How many Chairs on this governing body?

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>3</td>
<td>5</td>
</tr>
</tbody>
</table>

2.1d.1 Has a target been set to increase the representation of women on this governing body?

☑ Yes (you may specify why a target has not been set)
☐ No (you may specify why no formal selection policy or formal selection strategy is in place)
☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Do not have control over governing body/board appointments (provide details why):
☐ Not a priority
☐ Other (provide details):

2.1e.1 What is the percentage (%) target?
33

2.1f.1 What year is the target to be reached?
2019

2.1g.1 Are you reporting on any other organisations in this report?

☑ Yes
☐ No

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

☑ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal selection policy or formal selection strategy is in place)
☐ In place for some governing bodies
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Do not have control over governing body appointments (provide details why)
☐ Not a priority
2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an “incorporated” entity - Pty Ltd, Ltd or Inc; or an “unincorporated” entity)?

☐ Yes
☐ No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

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

☐ Yes (select all applicable answers)

☒ Policy
☒ Strategy

☐ No (you may specify why no formal policy or formal strategy is in place)

☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Salaries set by awards/industrial or workplace agreements
☐ Non-award employees paid market rate
☐ Not a priority
☐ Other (provide details):

3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?

☐ Yes (provide details in question 3.2 below)

☒ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)

☐ Currently under development, please enter date this is due to be completed
☐ Salaries set by awards/industrial or workplace agreements
☐ Insufficient resources/expertise
☐ Non-award employees paid market rate
☐ Not a priority
☐ Other (provide details):

3.2 Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?

☒ To achieve gender pay equity
☒ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)
☒ To be transparent about pay scales and/or salary bands
☒ To ensure managers are held accountable for pay equity outcomes
☒ To implement and/or maintain a transparent and rigorous performance assessment process

☐ Other (provide details):

- An ASX gender equity action plan was developed to strategically manage pay equality across the organisation.
- The plan is reviewed annually and is currently in 'monitor and maintain' phase.
- ASX recognises that gender pay issues are often broader than simply the outcome of pay decisions, and typically reflect differences in succession, talent, or opportunity for roles. A more holistic approach to managing inequality in these parts of the employee lifecycle.
- Ongoing actions to monitor and maintain include:
  - raising awareness on pay equality at executive level, board level, and staff level.
- Demonstration of leadership commitment, with gender pay targets being included as part of the executives’ balanced scorecard
- Human Resources review of commencement salaries to ensure pay equity upon entry
- Annual review of pay equity gap analysis monitoring pay increases to reduce and eliminate bias. This includes Human Resources and Executive review of all compensation recommendations by gender, level, division, and ‘like’ role prior to completion of the annual compensation review process
- Reporting of remuneration review outcomes to the Board to highlight and address any pay inequalities.
- Ongoing review of remuneration decision during promotion, secondment and transfers
- Inclusion of unconscious bias training in Diversity training and awareness
- Mandate of gender-balanced shortlists when recruiting all roles and gender equality targets

4. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?

☐ Yes - the most recent gender remuneration gap analysis was undertaken:
☐ Within last 12 months
☐ Within last 1-2 years
☐ More than 2 years ago but less than 4 years ago
☐ Other (provide details):
☐ No (you may specify why you have not analysed your payroll for gender remuneration gaps)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
☐ Non-award employees paid market rate
☐ Not a priority
☐ Other (provide details):

4.01 You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).

ASX undertakes a like-for-like role analysis to determine whether there are any systemic biases in the way the remuneration framework is applied. The ASX has improved its pay gap in 2018, with females paid 0.2% more than males who perform like roles (2017: -4.0%). ASX also conducts an analysis on an ‘average salary’ basis. A difference in this figure reflects the fact that there is unequal representation of genders in higher-paying roles, which speaks to an imbalance in the representation of women in higher paying roles in the workforce. Both analyses are conducted across the entire organisation and are run on both a fixed remuneration and total remuneration (fixed plus short term incentive) basis.

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

☐ Yes – indicate what actions were taken (select all applicable answers)
☐ Created a pay equity strategy or action plan
☐ Identified cause/s of the gaps
☐ Reviewed remuneration decision-making processes
☐ Analysed commencement salaries by gender to ensure there are no pay gaps
☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
☐ Analysed performance pay to ensure there is no gender bias (including unconscious bias)
☐ Trained people-managers in addressing gender bias (including unconscious bias)
☐ Set targets to reduce any like-for-like gaps
☐ Set targets to reduce any organisation-wide gaps
☐ Reported pay equity metrics (including gender pay gaps) to the governing body
☐ Reported pay equity metrics (including gender pay gaps) to the executive
☐ Reported pay equity metrics (including gender pay gaps) to all employees
☐ Reported pay equity metrics (including gender pay gaps) externally
☐ Corrected like-for-like gaps
☐ Conducted a gender-based job evaluation process
☐ Implemented other changes (provide details):
☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis)
☐ No unexplainable or unjustifiable gaps identified
4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

ASX does not formalise a target for gender pay equity. Instead the Board works towards a pay gap of zero. On a like for like basis, ASX is achieving this. The Board also focus on ASX's representation of females in senior and higher paying roles. There is still ongoing work to ensure equal representation on this basis. ASX is targeting 40% of females in management and is working towards achieving this goal.

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5. A “PRIMARY CARER” is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?

☐ Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
☐ By paying the gap between the employee’s salary and the government’s paid parental leave scheme
☐ By paying the employee’s full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)
☐ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY):
☐ By paying the gap between the employee’s salary and the government’s paid parental leave scheme
☐ By paying the employee’s full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)
☐ No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY):
☐ By paying the gap between the employee’s salary and the government’s paid parental leave scheme
☐ By paying the employee’s full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)
☐ No, not available (you may specify why this leave is not provided)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Government scheme is sufficient
☐ Not a priority
☐ Other (provide details):

5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:

16
5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.

5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?
  - In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
    - [ ] <10%
    - [ ] 10-20%
    - [ ] 21-30%
    - [ ] 31-40%
    - [ ] 41-50%
    - [ ] 51-60%
    - [ ] 61-70%
    - [ ] 71-80%
    - [ ] 81-90%
    - [ ] 91-99%
    - [x] 100%

5.3 Please indicate whether your employer funded paid parental leave for primary carers covers:
  - [x] Adoption
  - [ ] Surrogacy
  - [ ] Stillbirth

6. A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.
Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?
  - [x] Yes
  - [ ] No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)
  - [ ] No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY
  - [ ] No (you may specify why employer funded paid parental leave for secondary carers is not paid)
    - [ ] Currently under development, please enter date this is due to be completed
    - [ ] Insufficient resources/expertise
    - [ ] Government scheme is sufficient
    - [ ] Not a priority
    - [ ] Other (provide details):

6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
  - 20

6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?
  - In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
    - [ ] <10%
    - [ ] 10-20%
    - [ ] 21-30%
6.3 Please indicate whether your employer funded paid parental leave for secondary carers covers:
- [ ] Adoption
- [ ] Surrogacy
- [x] Stillbirth

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

<table>
<thead>
<tr>
<th></th>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Managers</td>
<td>6</td>
<td>6</td>
</tr>
</tbody>
</table>

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

<table>
<thead>
<tr>
<th></th>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Non-managers</td>
<td>23</td>
<td>8</td>
</tr>
</tbody>
</table>

8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- ‘Ceased employment’ means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- ‘Ceased employment’ means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-managers</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

9. Do you have a formal policy and/or formal strategy on flexible working arrangements?
- [x] Yes (select all applicable answers)
- [x] Policy
- [ ] Strategy
- [ ] No (you may specify why no formal policy or formal strategy is in place)
10. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

- ☑ Yes (select all applicable answers)
  - Policy
  - Strategy
- ☐ No (you may specify why no formal policy or formal strategy is in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Included in award/industrial or workplace agreement
  - Not a priority
  - Other (provide details):

11. **Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?**

- ☑ Yes
- ☐ No (you may specify why non-leave based measures are not in place)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Not a priority
  - Other (provide details):

11.1 **Please select what support mechanisms are in place and if they are available at all worksites.**

- Where only one worksite exists, for example a head-office, select “Available at all worksites”.

- ☐ Employer subsidised childcare
  - Available at some worksites only
  - Available at all worksites
- ☑ On-site childcare
  - Available at some worksites only
  - Available at all worksites
- ☑ Breastfeeding facilities
  - Available at some worksites only
  - Available at all worksites
- ☑ Childcare referral services
  - Available at some worksites only
  - Available at all worksites
- ☑ Internal support networks for parents
  - Available at some worksites only
  - Available at all worksites
- ☑ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
  - Available at some worksites only
  - Available at all worksites
- ☑ Information packs to support new parents and/or those with elder care responsibilities
  - Available at some worksites only
  - Available at all worksites
- ☑ Referral services to support employees with family and/or caring responsibilities
  - Available at some worksites only
  - Available at all worksites
- ☑ Targeted communication mechanisms, for example intranet/forums
  - Available at some worksites only
  - Available at all worksites
- ☑ Support in securing school holiday care
  - Available at some worksites only
  - Available at all worksites
- ☑ Coaching for employees on returning to work from parental leave

- ☐ Currently under development, please enter date this is due to be completed
- ☐ Insufficient resources/expertise
- ☐ Don’t offer flexible arrangements
- ☐ Not a priority
- ☐ Other (provide details):
12. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

☐ Yes (select all applicable answers)
  ☑ Policy
  ☑ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Included in award/industrial or workplace agreements
  ☐ Not aware of the need
  ☐ Not a priority
  ☐ Other (please provide details):

13. Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?

☐ Yes (select all applicable answers)
  ☑ Employee assistance program (including access to a psychologist, chaplain or counsellor)
  ☑ Training of key personnel
  ☑ A domestic violence clause is in an enterprise agreement or workplace agreement
  ☑ Workplace safety planning
  ☑ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
  ☑ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
  ☑ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
  ☑ Access to unpaid leave
  ☑ Confidentiality of matters disclosed
  ☑ Referral of employees to appropriate domestic violence support services for expert advice
  ☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence
  ☑ Flexible working arrangements
  ☑ Provision of financial support (e.g. advance bonus payment or advanced pay)
  ☑ Offer change of office location
  ☑ Emergency accommodation assistance
  ☑ Access to medical services (e.g. doctor or nurse)
  ☑ Other (provide details):
☐ No (you may specify why no other support mechanisms are in place)
  ☐ Currently under development, please enter date this is due to be completed
  ☐ Insufficient resources/expertise
  ☐ Not aware of the need
  ☐ Not a priority
  ☐ Other (provide details):

14. Where any of the following options are available in your workplace, are those option/s available to both women AND men?

- flexible hours of work
- compressed working weeks
- time-in-lieu
- telecommuting
- part-time work
- job sharing
- carer’s leave
- purchased leave
- unpaid leave.
Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

☐ Yes, the option/s in place are available to both women and men.
☐ No, some/all options are not available to both women AND men.

14.1 Which options from the list below are available? Please tick the related checkboxes.

• Unticked checkboxes mean this option is NOT available to your employees.

<table>
<thead>
<tr>
<th>Options</th>
<th>Managers</th>
<th>Non-managers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexible hours of work</td>
<td>☒</td>
<td>☒</td>
</tr>
<tr>
<td>Compressed working weeks</td>
<td>☒</td>
<td>☒</td>
</tr>
<tr>
<td>Time-in-lieu</td>
<td>☒</td>
<td>☒</td>
</tr>
<tr>
<td>Telecommuting</td>
<td>☒</td>
<td>☒</td>
</tr>
<tr>
<td>Part-time work</td>
<td>☒</td>
<td>☒</td>
</tr>
<tr>
<td>Job sharing</td>
<td>☒</td>
<td>☒</td>
</tr>
<tr>
<td>Carer’s leave</td>
<td>☒</td>
<td>☒</td>
</tr>
<tr>
<td>Purchased leave</td>
<td>☒</td>
<td>☒</td>
</tr>
<tr>
<td>Unpaid leave</td>
<td>☒</td>
<td>☒</td>
</tr>
</tbody>
</table>

14.3 You may specify why any of the above options are NOT available to your employees.

☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
☐ Other (provide details):

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

On 15 May ASX received confirmation of renewing its accreditation as a Breastfeeding Friendly Workplace, awarded by The Australian Breastfeeding Association, this is our 7th year in a row.

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15. Have you consulted with employees on issues concerning gender equality in your workplace?

☐ Yes
☐ No (you may specify why you have not consulted with employees on gender equality)
☐ Not needed (provide details why):
☐ Insufficient resources/expertise
☐ Not a priority
☐ Other (provide details):

15.1 How did you consult with employees on issues concerning gender equality in your workplace?

☐ Survey
☐ Consultative committee or group
☐ Focus groups
Exit interviews
☐ Performance discussions
☐ Other (provide details):

15.2 Who did you consult?
☐ All staff
☐ Women only
☐ Men only
☐ Human resources managers
☐ Management
☐ Employee representative group(s)
☐ Diversity committee or equivalent
☐ Women and men who have resigned while on parental leave
☐ Other (provide details):

15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

The CEO and Executive team took multiple opportunities during the year to host and speak to the importance of gender diversity and promote equality.

- In October our CEO hosted and launched the 100 Women in Finance, in Sydney. 100 Women in Finance is an organisation devoted to building a global network of professionals in the finance and alternative investment industries.
- On 5 October 2018 our CEO sent an all staff email outlining the importance of our online training including diversity and how it is critical to ensuring everyone at ASX understands their obligations and responsibilities, creating a culture where everyone understands and adheres to the behaviours and actions that protect our workplace and our reputation. He was able to announce that ‘It was great to see ASX named yesterday as one of the top 200 global companies for gender equality. The 2018 Equileap Gender Equality Global Report and Ranking assessed data from more than 3000 companies from around the world to identify those leading the way in this space. To be named in the Top 200 is a great endorsement of our commitment to gender diversity and follows our award earlier this year as one of the Top 20 Workplaces for Dads.’
- Our CEO acknowledged and celebrated ASX being named Employer of Choice for Gender Equality 2018-19, by an all staff email on 22 February. He was able to reiterate his commitment to gender equality and pay equity. Highlighting our entrenched organisational-wide flexibility. Our gender-agnostic parental leave policies, highlighting we had a record number of male employees take parental leave in 2018; Our lump sum superannuation payment on return from parental leave; Our support to the development of our women leaders through initiatives such as the Chief Executive Women (CEW) leadership program; Our annual pay equity review to identify any gender disparity, sharing that we pay men and women the same for the same work; Our Women's Networking Group, OWN, hosting a number of events to celebrate International Women’s Day and through his involvement through Male Champions of Change, a corporate collaboration committed to advancing women in leadership positions, ASX remains involved with taking action on diversity and equality.
- Our Women’s Network (OWN) has announced its new vision – “To be respected as a progressive community that drives gender equality and inclusion” new chairs and a new executive sponsor Max Cunningham. OWN hosted two events in this year’s lead up to International Women’s Day with the theme ‘Balance for Better.’ A panel discussion on ‘How balance can be an enabler for growth’, and a presentation from ASX CFO Gillian Larkins on ‘Embracing Career Challenges’ attended by many employees and our CEO and members of the Executive team.
- In March 2019 the 6th Annual Bell Ringing for Gender Equality event was held at ASX, with the our new Chief Financial Officer CFO, Gillian Larkins providing the Welcome address. This year the event was joined by Alicia Vidler and Louise Walker, Co-chairs of the Sydney Committee from 100 Women in Finance. A panel discussion was held, with Emma Quinn (AllianceBernstein), Rakhi Kumar (SSGA), Lianne Buck (NSW Treasury Corp) and moderated by Louise Walker, Co-chair, Sydney Committee, 100 Women in Finance & Head of Institutional Distribution. Daphne Van der Oord, Head of Australia and New Zealand S&P Dow Jones Indices, WE Asia Pacific Australia Liaison closed the event representing the global organisers of the event - UN Global Compact, UN Women, the Sustainable Stock Exchanges Initiative, International Finance Corporation, World Federation of Exchanges and Women in ETFs.
- Our CEO Dominic Stevens initiated to join The Women’s Circle 2019-2020, which is aimed at enriching and supporting the career development of enterprising Australian women and we were welcomed to the program 19 May 2019.
- Our CEO remains a member of Male Champions of Change and continues to broadly promote gender equality and pay equity.
Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

☒ Yes (select all applicable answers)
☐ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Included in award/industrial or workplace agreement
☐ Not a priority
☐ Other (provide details):

16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

☒ Yes
☐ No (you may specify why a grievance process is not included)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
☐ Other (provide details):

17. Do you provide training for all managers on sex-based harassment and discrimination prevention?

☒ Yes - please indicate how often this training is provided:
☐ At induction
☐ At least annually
☐ Every one-to-two years
☐ Every three years or more
☐ Varies across business units
☒ Other (provide details):
A compulsory online training module has been introduced around Diversity and Inclusion to all employees this year, which includes discrimination. As part of the module there is a test which needs to be completed and passed with a minimum of 8/10 reached, all results are circulated to the relevant Executive General Managers. Employees are given three attempts to complete the test, if they are still unable to reach the pass level, HR Business Partner's provide one to one training. This training is expected to be completed on an annual basis by all employees moving forward.

☐ No (you may specify why this training is not provided)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
☐ Other (provide details):

17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

As part of our annual Engagement survey, please see the below results.
1. 98% of employees expressed confidence that ASX takes action on gender equality issues that are identified and raised by employees.
2. 98% of employees believe their direct manager genuinely support gender quality.
3. 98% of employees believe that sex-based harassment is not tolerated at ASX.
*please note 98% is a combination of agree and strongly agree.
Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)
Gender composition proportions in your workplace

Important notes:

1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce
1. the gender composition of your workforce overall is 41.2% females and 58.8% males.

Promotions
2. 34.5% of employees awarded promotions were women and 65.5% were men
   i. 32.1% of all manager promotions were awarded to women
   ii. 35.7% of all non-manager promotions were awarded to women.
3. 8.6% of your workforce was part-time and 6.0% of promotions were awarded to part-time employees.

Resignations
4. 50.0% of employees who resigned were women and 50.0% were men
   i. 58.3% of all managers who resigned were women
   ii. 46.8% of all non-managers who resigned were women.
5. 8.6% of your workforce was part-time and 12.8% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave
   i. 3.4% of all women who utilised parental leave ceased employment before returning to work
   ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
   iii. N/A - managers who utilised parental leave and ceased employment before returning to work were women
   iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

CEO sign off confirmation

Name of CEO or equivalent: ________________________________

Confirmation CEO has signed the report: ________________________________

CEO signature: ________________________________

Date: ________________________________
01 July 2019
Reference: 98008624691

Mr Dominic Stevens
CEO
ASX Limited
PO Box H224 Australia Square
SYDNEY NSW 1215

Dear Mr Stevens

Workplace Gender Equality Agency (Agency) notice of compliance

Thank you for submitting your annual compliance report for the reporting period 1 April 2018 to 31 March 2019. Your organisation (and any subsidiaries listed on your 2018-19 confidential report form cover sheet) is compliant with the Workplace Gender Equality Act 2012 (Act). This letter forms your notice of compliance with the Act until replaced with a new notice of compliance following the 2019-2020 reporting period.

Thank you for your ongoing commitment to the WGEA reporting process and the contribution your organisation/s makes to improving gender equality outcomes in Australian workplaces.

Yours sincerely

Libby Lyons
Director