

Workplace Profile Table

Industry: Exploration and Other Mining Support Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	20	145	0	0	165
	Part-time permanent	2	1	0	0	3
	Casual	1	1	0	0	2
Professionals	Full-time permanent	59	204	4	12	280
	Full-time contract	1	15	2	10	28
	Part-time permanent	8	2	0	0	10
	Casual	1	7	0	0	8
Technicians And Trades Workers	Full-time permanent	6	553	1	15	575
	Full-time contract	0	54	7	72	133
	Casual	0	1	0	0	1
Community And Personal Service Workers	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	99	23	0	0	122
	Full-time contract	5	2	0	0	7
	Part-time permanent	12	0	0	0	12
	Part-time contract	1	0	0	0	1
	Casual	3	2	0	0	5
Sales Workers	Full-time permanent	0	1	0	0	1
Machinery Operators And Drivers	Full-time permanent	380	1,643	0	0	2,024
	Full-time contract	1	6	0	0	7
	Part-time permanent	0	2	0	0	2
	Casual	1	3	0	0	4
Labourers	Full-time permanent	4	89	0	0	93
	Full-time contract	0	2	0	0	2

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Exploration and Other Mining Support Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	2	3
GM	Full-time permanent	3	7	10
	Part-time permanent	0	1	1
	Casual	0	1	1
SM	Full-time permanent	3	30	33
	Part-time permanent	1	0	1
OM	Full-time permanent	13	105	118
	Part-time permanent	1	0	1
	Casual	1	0	1

* Total employees includes Non-binary

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	Part-time permanent	12	0	0	0	12
	Part-time contract	1	0	0	0	1
	Casual	3	2	0	0	5
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	Casual	1	0	1

* Total employees includes Non-binary



Australian Government



Workplace
Gender Equality
Agency



2022 - 23 Gender Equality Reporting

Submitted By:

Macmahon Holdings Limited 93007634406

TMM Group (Operations) Pty Ltd 69149312603

Macmahon Contractors Pty Ltd 37007611485

Macmahon Underground Pty Ltd 54003696464

Macmahon Mining Services Pty Ltd 30120810568

GBF North Pty Ltd 20127953520

Macmahon Maintenance Masters Pty Ltd 17126211158

TMM Group (Consult) Pty Ltd 50149312587

Macmahon East Pty Ltd 59083020964

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?
Recruitment: Yes
Policy
Retention: Yes
Policy
Performance management processes: Yes
Strategy
Promotions: Yes.
Policy
Talent identification/identification of high potentials: YesStrategy
Succession planning: Yes
Strategy
Training and development: Yes
Strategy
Key performance indicators for managers relating to gender equality: NoOther
Other: Tracked at a Company Level by Senior Leadership
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?
YesPolicy
4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Governing Bodies

Organisation: Macmahon Holdings Limited

1.Name of the governing body: Board

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	1	4	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Gender diversity target (33%) currently met

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value:

Organisation: TMM Group (Operations) Pty Ltd

1.Name of the governing body: Board

2.Type of the governing body: Board of Directors

Date Created: 08-06-2023

3.Specified governing body type:**Number of governing body chair and member by gender:**

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member	Female (F) 1	Male (M) 4	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Gender diversity target (33%) currently met

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value:

Organisation: Macmahon Contractors Pty Ltd**1.Name of the governing body:** Board**2.Type of the governing body:** Board of Directors**3.Specified governing body type:****Number of governing body chair and member by gender:**

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member			

Female (F)	Male (M)	Non-Binary
1	4	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Gender diversity target (33%) currently met

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value:

Organisation: Macmahon Underground Pty Ltd

1. Name of the governing body: Board

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	1	4	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No**6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Other

Other value: Gender diversity target (33%) currently met**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:**Organisation:** Macmahon Mining Services Pty Ltd**1.Name of the governing body:** Board**2.Type of the governing body:** Board of Directors**3.Specified governing body type:****Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	1	4	0

4.Formal section policy and/or strategy: Yes**Selected value:** Policy**6. Target set to increase the representation of women: No****6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Other

Other value: Gender diversity target (33%) currently met

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value:

Organisation: GBF North Pty Ltd

1.Name of the governing body: Board

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	1	4	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Gender diversity target (33%) currently met

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value:

Date Created: 08-06-2023

Organisation: Macmahon Maintenance Masters Pty Ltd**1.Name of the governing body:** Board**2.Type of the governing body:** Board of Directors**3.Specified governing body type:****Number of governing body chair and member by gender:**

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member	Female (F) 1	Male (M) 4	Non-Binary 0

4.Formal section policy and/or strategy: Yes**Selected value:** Policy**6. Target set to increase the representation of women:** No**6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Other

Other value: Gender diversity target (33%) currently met**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:**Organisation:** TMM Group (Consult) Pty Ltd**1.Name of the governing body:** Board**2.Type of the governing body:** Board of Directors**3.Specified governing body type:**

Date Created: 08-06-2023

Number of governing body chair and member by gender:

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member	Female (F) 1	Male (M) 4	Non-Binary 0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Gender diversity target (33%) currently met

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value:

Organisation: Macmahon East Pty Ltd

1. Name of the governing body: Board

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member	Female (F) 1	Male (M) 4	Non-Binary 0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Gender diversity target (33%) currently met

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value:

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

#Action on gender equality

Gender Pay Gaps

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

Yes

Policy; Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

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

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

31/03/2023

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

Employer action on pay equality

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

Yes

1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

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

Yes

Created a pay equity strategy or action plan; Identified cause/s of the gaps;
Reported pay equity metrics (including gender pay gaps) to the governing body;
Reported pay equity metrics (including gender pay gaps) to the executive;
Trained people-managers in addressing gender bias (including unconscious bias);
Corrected like-for-like gaps

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

A like-for-like gap analysis; An overall organisation-wide gender pay gap

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

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

1.1 How did you consult employees?

Focus groups; Exit interviews

1.2 Who did you consult?

Diversity committee or equivalent; Women and men who have resigned while on parental leave

Date Created: 08-06-2023

2. **Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**
No
Not a priority
3. **On what date did your organisation share your last year's public reports with employees and shareholders?**
Employees:
Yes
Date:08/08/2022

Shareholder:
Yes
Date:23/08/2022
4. **Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**
Yes
5. **If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.**

#Flexible Work

Flexible Working

1. **Do you have a formal policy and/or formal strategy on flexible working arrangements?**
No
Currently under development
Estimated Completion Date: 2023-08-31
2. **Do you offer any of the following flexible working options to MANAGERS in your workplace?**
Carer's leave: Yes
SAME options for women and menFormal options are available

Compressed working weeks: No
Not a priority
Flexible hours of work: Yes
SAME options for women and menFormal options are available; Informal options are available

Date Created: 08-06-2023

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: No

Not a priority

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Don't know / Not applicable

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

#Employee Support

Paid Parental leave

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

No

Currently under development

Estimated Completion Date:

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

Support for carers

- 1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

No

Currently under development

Estimated Completion Date:

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

- 2.1. Employer subsidised childcare**

No

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

No

Not a priority

- 2.3. Breastfeeding facilities**

No

Insufficient resources/expertise

- 2.4. Childcare referral services**

No

Not a priority

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

No

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

Yes

Available at ALL worksites

- 2.7. Internal support networks for parents**

No

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

No

- 2.9. Parenting workshops targeting fathers**

No

2.10. Parenting workshops targeting mothers

No

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

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No

2.13. On-site childcare

No

2.14. Other details: No

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

Sexual harassment, harassment on the grounds of sex or discrimination

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

Yes

- 2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

All Managers:

Yes

At induction
At promotion

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

Family or domestic violence

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

Yes

Policy

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

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

Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Date Created: 08-06-2023

Insufficient resources/expertise

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

No

Not a priority

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Insufficient resources/expertise

Training of key personnel

Yes

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

Yes

Workplace safety planning

Yes

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

Yes

Is the leave period unlimited?

No

How many days are provided?

10

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

Yes

Date Created: 08-06-2023

Is the leave period unlimited?

No

How many days are provided? 10

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

Yes

Is the leave period unlimited?

No

How many days are provided?

Access to unpaid leave

Yes

Is the leave period unlimited?

No

How many days are provided?

Other: No

Provide Details:

- 1. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**