

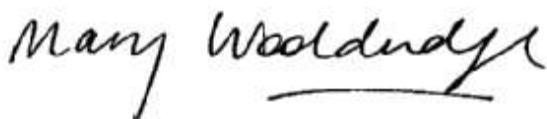
31 July 2023

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2022-23 reporting period.

1. Bega Cheese Limited (ABN: 81008358503)
2. Tatura Milk Industries Pty Ltd (ABN: 66006603970)
3. Peanut Company Of Australia Pty Ltd (ABN: 34057251091)
4. Bega Dairy and Drinks Services Pty Ltd (ABN: 63080706887)
5. Malanda Dairyfoods Pty Limited (ABN: 74068031550)
6. Blowflex Mouldings Pty Ltd (ABN: 71087884302)
7. Berri Pty Limited (ABN: 71008077889)
8. BDD Milk Pty Ltd (ABN: 63051195272)
9. BDD Foods Pty Ltd (ABN: 49002400339)
10. Capitol Chilled Foods (Australia) Pty Ltd (ABN: 14074590757)
11. Bega Dairy and Drinks Pty Ltd (ABN: 65004486631)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.



Mary Wooldridge
Chief Executive Officer

2022-23 Gender Equality Reporting Submission Approval

I, the CEO (or equivalent), confirm that the data provided in the 2022-23 Gender Equality Reporting submission is complete and correct, as reported in the full data appendices:

- Questionnaire – Public Report
- Workforce Management Statistics – Public Report
- Workplace Profile – Public Report
- Workplace Profile – Confidential

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

CEO (or equivalent) signature



Name of CEO (or equivalent)

Peter Findlay

Date: 18 August 2023

Please Note:

The Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 requires WGEA to publish employer gender pay gaps. Employer gender pay gap will be calculated from the data that you provide to WGEA. WGEA will communicate to employers in advance of publishing gender pay gaps explaining the process for calculating and publishing the employer gender pay gap.

What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

- inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- provide access to the public data to employees and members or shareholders
- inform employee organisations with members in your workplace that the report has been lodged
- inform your employees and those employee organisations with members in your workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read [here](#).



Date Created: 31-07-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

Tatura Milk Industries Pty Ltd 66006603970

Peanut Company Of Australia Pty Ltd 34057251091

Bega Cheese Limited 81008358503

Bega Dairy and Drinks Services Pty Ltd 63080706887

Malanda Dairyfoods Pty Limited 74068031550

Blowflex Mouldings Pty Ltd 71087884302

Berri Pty Limited 71008077889

BDD Milk Pty Ltd 63051195272

BDD Foods Pty Ltd 49002400339

Capitol Chilled Foods (Australia) Pty Ltd 14074590757

Bega Dairy and Drinks Pty Ltd 65004486631

#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; Strategy
 - Retention:** Yes
Strategy
 - Performance management processes:** Yes
Strategy
 - Promotions:** Yes.
Strategy
 - Talent identification/identification of high potentials:** YesStrategy
 - Succession planning:** Yes
Strategy
 - Training and development:** Yes
Policy; Strategy
 - Key performance indicators for managers relating to gender equality:** YesStrategy
- 2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?**
YesPolicy; Strategy

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

We are pleased to announce the launch of GEN (Gender Equity Network), our first employee resource group dedicated to gender equity. GEN serves as an advisory body, providing valuable insights and feedback on our gender equality policies, practices, and strategies. With an executive sponsor providing guidance, we are committed to fostering a more inclusive and equitable workplace for all.

Governing Bodies

Organisation: Bega Cheese Limited

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: Tatura Milk Industries Pty Ltd

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: Peanut Company Of Australia Pty Ltd

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: Bega Dairy and Drinks Services Pty Ltd

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair

	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: Malanda Dairyfoods Pty Limited

1. Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: Blowflex Mouldings Pty Ltd

1. Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: Berri Pty Limited

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: BDD Milk Pty Ltd

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: BDD Foods Pty Ltd

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: Capitol Chilled Foods (Australia) Pty Ltd

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	5	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:

Do not have control over governing body/appointments

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: Not a priority

Other value:

Organisation: Bega Dairy and Drinks Pty Ltd

1.Name of the governing body: Bega Cheese Limited is the governing body and ultimate holding company for the group. All information is reported on a group basis

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
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	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	5	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:

Do not have control over governing body/appointments

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: Not a priority

Other 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

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

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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; To implement and/or maintain a transparent and rigorous performance assessment process

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.

Bega is in the final stages of completing a holistic review of all job profiles across the organisation to establish like-for-like job profiling. With the completion of this review, this now up-to-date data will be used to conduct regression analysis to determine the true underlying pay gaps in the organisation, with the assistance of an external vendor. Bega has engaged an external partner to undertake this detailed analysis for FY2023. In addition, the business has committed to report to the Board to ensure they are kept up to date with current status and action plans.

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

Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the executive; Implemented other changes (provide details):

Other: An internal remuneration analysis of female leaders was conducted in early 2023, considering compa-ratio, tenure, age, and talent rating. The analysis revealed several female leaders with a compa-ratio lower than the average of their male peers.

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

A by-level gap analysis

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

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Leaders are being educated on the importance of eliminating any gender pay gaps. We plan to provide information to our employees more generally on what actions have been and will be taken to address any gender pay gaps in the future, and to include this information in the FY2024 Company Annual Report.

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?

Consultative committee or group; Focus groups; Survey; Other

Other: Bega has established a Gender Equity Network. This network serves as a dedicated platform for consultation and engagement on matters related to gender equity within the organisation. The GEN aims to foster dialogue and collaboration among employees.

1.2 Who did you consult?

ALL staff

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:18/07/2022

Shareholder:

Yes

Date:18/07/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

Our Diversity and Inclusion site teams, provide two-way communication on corporate initiatives and objectives and focus on the needs of sites to assist to remove barriers to improve the experience of underrepresented groups within manufacturing.

#Flexible Work

Flexible Working

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

Yes

Policy

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

No

Not aware of the need

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

No

Insufficient resources/expertise

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

No

Currently under development

Estimated Completion Date: 2024-12-31

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Currently under development

Estimated Completion Date: 2024-12-31

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No

Currently under development

Estimated Completion Date: 2024-12-31

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

No

Currently under development

Estimated Completion Date: 2024-12-31

Leaders are held accountable for improving workplace flexibility

No

Other

Other: Looking to establish a working group into 2024-2025 to improve understanding of workforce flexibility needs and reporting.

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Currently under development

Estimated Completion Date: 2024-06-30

Targets have been set for men's engagement in flexible work

No

Currently under development

Estimated Completion Date: 2024-12-31

Team-based training is provided throughout the organisation

No

Insufficient resources/expertise

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: No

Not aware of the need

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

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: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men Formal options are available; Informal options are available

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal 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.

Following the safe reopening of our offices post the COVID-19 pandemic, we have implemented a hybrid work approach, allowing employees with suitable roles to work from home or the office. Our flexibility policy empowers leaders and team members to find a way of working that supports the organisation, the team, and the individual. While most hybrid work arrangements are informal and at the discretion of leaders, we strive to ensure accessibility for all employees. However, it is

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important to note that our manufacturing sites require on-site operators, so the concept of hybrid work primarily applies to non-operator roles.

We are committed to fostering gender equality in our workplace and recognise the positive impact of flexible working arrangements in achieving this goal. We encourage team members to work from the office to maintain connections with their colleagues, we also respect individual preferences for a balanced approach. By embracing flexibility, we aim to create an inclusive environment that benefits both our employees and the organisation.

#Employee Support

Paid Parental leave

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

Yes, we offer employer funded parental leave using the primary/secondary carer definition

1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes

1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:

All, regardless of gender

1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:

Birth; Adoption

1.1.c. How do you pay employer funded paid parental leave to primary carers?

Paying the employee's full salary

1.1.d. Do you pay superannuation contribution to your primary carers while they are on parental leave?

Yes, on employer funded parental leave; Yes, on unpaid parental leave

1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?

12

1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?

71-80%

1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

12

1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months

1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

Yes

1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:

All, regardless of gender

1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:

Birth; Adoption

1.2.c. How do you pay employer funded paid parental leave to Secondary carers?

Paying the employee's full salary

1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?

Yes, on employer funded parental leave

1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?

2

1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?

71-80%

1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

12

1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months

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.

Bega has implemented Circle In, a tailored e-platform designed to equip all employees with comprehensive tools and resources to navigate every phase of parenthood. This initiative aims to support individuals in effectively managing their parental or caregiving responsibilities. Additionally, Circle In provides leaders with essential resources such as automated nudges and conversation guides, enabling them to effectively support their team members throughout their own parental or caregiving journeys. The introduction of Circle In highlights Bega's commitment to fostering a supportive and inclusive environment for employees, promoting their well-being and work-life balance.

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: 2024-12-31

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 aware of the need

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Not a priority

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

Yes

Available at ALL worksites

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

Yes

Available at SOME worksites

2.7. Internal support networks for parents

No

Currently under development

Estimated Completion Date: 2024-12-31

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

No

Other: We encourage new parents and those with caring responsibilities to register with Circle In. By doing so, employees gain access to over 700 comprehensive resources tailored to address the unique challenges of different life stages.

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

Other: We are currently investigating the need

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

Yes

Available at SOME 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.

At Bega, supporting carers is a crucial aspect of our organisation's strategic pillars outlined in our Diversity and Inclusion strategy. Circle In serves as a valuable resource, offering on-demand and relevant support for employees and leaders, empowering them to excel both within and outside the workplace. It is important to note that this platform is accessible to all employees and their families.

Additionally, through the establishment of our Gender Equity Network (GEN), an Employee Resource Group we are confident we will be able to identify existing

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barriers and gaps experienced by caregivers within our organisation. By actively engaging in discussions and initiatives through the GEN, we strive to address these challenges and work towards effective resolutions. We believe that the collective efforts of the GEN will help us create a more supportive and inclusive environment for caregivers, ensuring they have the necessary resources and support to thrive both personally and professionally.

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; Strategy

- 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

Other

Provide Details: Bi-annually

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.

Bega is proactively implementing the recommended changes outlined in the Respect at Work Report to provide comprehensive support to workers involved in and affected by sexual harassment. We have initiated updates to our policies to ensure

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they align with the best practices and guidelines outlined in the report.

To reinforce these policies, we are developing content to be launched to all employees our Workplace behaviours compliance training by the end of 2023. We are also investigating developing targeted awareness programs and training initiatives for leaders. These programs are designed to educate our employees about their rights and responsibilities, promoting a deeper understanding of the impact of sexual harassment and discriminatory behaviour. By raising awareness and enhancing knowledge, we strive to empower our employees to prevent and address such issues effectively.

Continuous improvement is a core focus of our strategy. We are committed to ongoing enhancements and refinements to ensure a safe and respectful work environment for all employees. Ultimately, our overarching goal is to cultivate a workplace culture where all employees feel valued, respected, and empowered. We strive to foster an environment that encourages open dialogue, supports victims, and holds perpetrators accountable.

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

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

Yes

Emergency accommodation assistance

Yes

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

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

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

Yes

Training of key personnel

No

Other

Provide Details: Leaders are aware of the family and domestic violence leave policy and employee referrals can be made to our Employee Assistance Provider to support the employee

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

Yes

Workplace safety planning

Yes

Date Created: 31-07-2023

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

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?

Yes

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Other: No

Provide Details:

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

Workplace Profile Table

Industry: Food Product Manufacturing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	158	329	0	0	487
	Full-time contract	2	7	0	0	9
	Part-time permanent	21	2	0	0	23
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	148	272	6	8	435
	Full-time contract	14	18	1	0	33
	Part-time permanent	28	2	0	0	30
	Part-time contract	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	99	242	2	2	346
	Full-time contract	15	10	0	1	26
	Part-time permanent	21	5	0	0	27
	Part-time contract	0	0	0	1	1
	Casual	4	2	0	0	6
Clerical And Administrative Workers	Full-time permanent	95	56	0	0	151
	Full-time contract	5	2	0	0	7
	Part-time permanent	20	2	0	0	22
	Casual	5	0	0	0	5
Sales Workers	Full-time permanent	89	126	0	0	216
	Full-time contract	11	1	0	0	12
	Part-time permanent	24	4	0	0	28
	Part-time contract	1	0	0	0	1
	Casual	11	2	0	0	13
Machinery Operators And Drivers	Full-time permanent	239	1,362	0	0	1,602
	Full-time contract	14	28	0	0	42
	Part-time permanent	39	67	0	0	106
	Part-time contract	3	16	0	0	19
Labourers	Full-time permanent	10	30	0	0	40
	Full-time contract	1	0	0	0	1
	Part-time permanent	3	7	0	0	10
	Casual	42	126	0	0	168

* 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: Food Product Manufacturing

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	1	1
GM	Full-time permanent	2	6	8
SM	Full-time permanent	25	69	94
	Part-time permanent	1	0	1
OM	Full-time permanent	131	252	383
	Full-time contract	2	7	9
	Part-time permanent	20	2	22
	Part-time contract	1	0	1

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Workforce Management Statistics Table

Industry: Food Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	12	24	36
			Non-managers	36	54	90
		Fixed-Term Contract	Managers	1		1
			Non-managers	3	3	6
		Part-time	Permanent	Managers	1	
	Non-managers			5	1	6
	N/A	Casual	Non-managers	2	6	8
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1
Managers				24	43	67
Non-managers				81	121	202
Fixed-Term Contract			Managers		1	1
			Non-managers	3	8	11
Part-time			Permanent	Managers	4	
		Non-managers		21	5	26
N/A		Casual	Non-managers	4	9	13
3. How many employees (including partners with an employment contract) were externally appointed?		Full-time	Permanent	CEO, KMPs, and HOBs		1
	Managers			15	43	58
	Non-managers			131	278	409
	Fixed-Term Contract		Managers	2	5	7
			Non-managers	66	74	140
	Part-time		Permanent	Non-managers	14	15
		Fixed-Term Contract		Managers	1	
			Non-managers	2	2	4
	N/A	Casual	Non-managers	57	116	173

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Food Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	23	38	61
			Non-managers	92	211	303
		Fixed-Term Contract	Managers	1	1	2
			Non-managers	11	16	27
	Part-time	Permanent	Managers	6		6
			Non-managers	17	19	36
		Fixed-Term Contract	Non-managers	3	1	4
	N/A	Casual	Non-managers	29	47	76
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	12	
Non-managers				42	5	47
Fixed-Term Contract			Non-managers		1	1
Part-time		Permanent	Managers	6		6
			Non-managers	24		24
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		14	14
			Non-managers		47	47
	Part-time	Permanent	Non-managers		4	4

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Food Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1
			Non-managers	4	4
	Part-time	Permanent	Non-managers	1	1

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Workforce Management Statistics Table

Industry: Food Product Manufacturing

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