



Public report

2019-20

Submitted by

Legal Name: Worley Services Pty Limited





Organisation and contact details

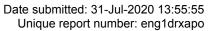
Submitting organisation details	Legal name	Worley Services Pty Limited					
	ABN	61001279812					
		M Professional, Scientific and Technical Services					
	ANZSIC	6923 Engineering Design and Engineering Consulting Services					
	Business/trading name/s						
	ASX code (if applicable)	WOR					
	Postal address	PO Box 1812					
		NORTH SYDNEY NSW 2059					
		AUSTRALIA					
	Organisation phone number	(02) 8923 6866					
Reporting structure	Ultimate parent	Worley Limited					
	Number of employees covered by this report	2,544					





All organisations covered by this report

Legal name	Business/trading name/s
Worley Services Pty Limited	
Advisian Pty Ltd	
INTECSEA Pty Ltd	







Workplace profile

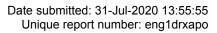
Manager

Managar assumational astonomics	Deposition level to CEO	Constanting at status		No	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	6	10
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Var. managamant namanal		Casual	0	0	0
Key management personnel		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	1	2
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other everytives/Coneral managers		Casual	0	0	0
Other executives/General managers		Full-time permanent	2	0	2
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	14	19
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	1





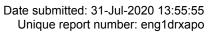
Managementional actauration	Deporting level to CEO	Empley we and adding		No	. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	2	16	18
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	9	9
		Full-time contract	0	1	1
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	5	7
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	1
		Full-time permanent	15	30	45
		Full-time contract	0	1	1
	-3	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	2	2
		Full-time permanent	7	61	68
		Full-time contract	0	1	1
044	-4	Part-time permanent	1	3	4
Other managers		Part-time contract	0	0	0
		Casual	0	4	4
		Full-time permanent	4	45	49
		Full-time contract	0	1	1
	-5	Part-time permanent	0	0	0
		Part-time contract	0	1	1
		Casual	0	0	0
		Full-time permanent	2	5	7
		Full-time contract	0	0	0
	-6	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	1
	-7	Full-time permanent	0	1	1







Manager accumational estageries	Departing level to CCO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			46	212	258	



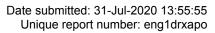




Workplace profile

Non-manager

Non manager accumational actogories	Employment status	No. of employees (exclud	ding graduates and apprentices)	No. of gradua	tes (if applicable)	No. of apprentic	es (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	296	1,340	13	62	0	0	1,711
	Full-time contract	16	42	2	2	0	0	62
Professionals	Part-time permanent	119	33	0	0	0	0	152
	Part-time contract	2	0	0	2	0	0	4
	Casual	34	173	20	34	0	0	261
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	4	4	0	0	0	0	8
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
Community and personal service	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	56	1	0	0	0	0	57
	Full-time contract	2	0	0	0	0	0	2
Clerical and administrative	Part-time permanent	20	0	0	0	0	0	20
	Part-time contract	0	0	0	0	0	0	0
	Casual	5	4	0	0	0	0	9
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
Gaioc	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estagerics	Employment status	No. of employees (exclude	ling graduates and apprentices)	No. of graduat	tes (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	l otal employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		554	1,597	35	100	0	0	2,286





Reporting questionnaire

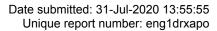
Gender equality indicator 1: Gender composition of workforce

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 2019 to 31 March 2020. (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) ☐ 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







1.4	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.

	Mana	Managers		ınagers		
	Female	Male	Female	Male		
Permanent/ongoing full-time employees	4	11	31	65		
Permanent/ongoing part-time employees	0	0	6	2		
Fixed-term contract full-time employees	0	0	0	0		
Fixed-term contract part-time employees	0	0	0	0		
Casual employees	0	0	1	6		

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	17	52
Number of appointments made to NON-MANAGER roles (including promotions)	232	632

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

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	5	33	34	125
Permanent/ongoing part-time employees	1	0	18	3
Fixed-term contract full-time employees	1	1	4	11
Fixed-term contract part-time employees	0	1	3	1
Casual employees	2	15	24	50

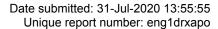
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

In April 2019, Worley was formed following WorleyParsons' acquisition of Jacobs ECR. In bringing together two sizable workforces, Worley continues to drive gender equality and identify further opportunities to develop this in the future

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.



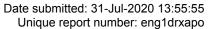




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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?				
	Worley Services Pty Ltd				
2.1b.1	What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?				
		Female	Male		
	Number	0	1		
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?		
		Female	Male		
	Number	5	6		
2.1d.1	Has a target been set to increase the representation of women on this governing body?				
	Currently under development,Insufficient resources/expertise	nder balance (e.g. 40% women/40% men please enter date this is due to be compl	eted		
2.1e.1	What is the percentage (%) target?				
	37.5				
2.1f.1	What year is the target to be reached?				
	2020				
2.1g.1 Are you reporting on any other organisations in this report?					
	⊠ Yes □ No				
2.1a.2	Organisation name?				
	Advisian Pty Ltd				
2.1b.2	How many Chairs on this governing bo	ody?			
		Female	Male		
	Number	0	1		





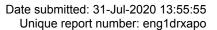


2.1c.2 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	5	6

2.1d.2	Has a target been set to increase the representation of women on this governing body?
	 Yes No (you may specify why a target has not been set) 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.2	What is the percentage (%) target?
	37.5
2.1f.2	What year is the target to be reached?
	2020
2.1g.2	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 ☐ Other (provide details):
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.
	Commencing in FY21, our Group executive leadership team will have gender targets linked to their Deferred Equity Plan (DEP).

Gender equality indicator 3: Equal remuneration between women and men

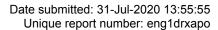






Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

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):			
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): 			
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): e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)?			
res - 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 n for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or			
ifications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there for discretion in pay changes (because pay increases can occur with some discretion such as performance			
essments)			

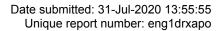






The organisation conducts a like-for-like comparison of males and females in the same role at the same

	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)
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities
employ suppor to com	ment to ting em bine pa	will enable the collection and use of information from relevant employers about the availability and utility of erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements aployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental ality and to maximising Australia's skilled workforce.
5.		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	time o	s. (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 ver 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), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the 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

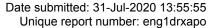




5a.



☐ No paid p	 By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of 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) we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded 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 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) 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:
	10
carer	ur organisation would like to provide additional information on your paid parental leave for primary is e.g. eligibility period, where applicable the maximum number of weeks provided, and other agements 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%
5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
	□ Adoption □ Surrogacy □ Stillbirth
	ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
	ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	b, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) b, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY b (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):

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.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	0

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.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	25	5	0	0

- 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.

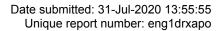
	Female	Male
Managers	0	0

- 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.

	Female	Male
Non-managers	0	0

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

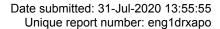
Yes	(select all applicable answers)
	□ Policy □
☐ No	(you may specify why no formal policy or formal strategy is in place)
	☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Don't offer flexible arrangements
	☐ Not a priority
	☐ Other (provide details):
9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
	☐ A business case for flexibility has been established and endorsed at the leadership level
	☐ A business case for nexibility has been established and endorsed at the leadership level ☐ Leaders are visible role models of flexible working
	☐ Ecaders are visible role models of flexible working ☐ Flexible working is promoted throughout the organisation
	☐ Targets have been set for engagement in flexible work
	Targets have been set for engagement in hexible work







	□ Targets have been set for men's engagement in flexible work □ Leaders are held accountable for improving workplace flexibility □ Manager training on flexible working is provided throughout the organisation □ Employee training is provided throughout the organisation □ Employees are surveyed on whether they have sufficient flexibility □ The organisation's approach to flexibility is integrated into client conversations □ The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement) □ Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel □ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	s (select all applicable answers) Policy Strategy (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):
	u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
⊠ Ye □ 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
	No N



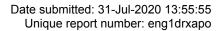




	□ Available at all worksites □ Support in securing school holiday care □ Available at some worksites only □ Available at all worksites □ Coaching for employees on returning to work from parental leave □ Available at some worksites only □ Available at all worksites □ Parenting workshops targeting mothers □ Available at some worksites only □ Available at all worksites □ Parenting workshops targeting fathers □ Available at some worksites only □ Available at all worksites □ None of the above, please complete question 11.2 below
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 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 a ware of the need ☐ Not a priority ☐ Other (provide details):

- Where any of the following options are available in your workplace, are those option/s available to both women AND men? 14.
 - flexible hours of work
 - compressed working weeks time-in-lieu

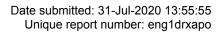
 - telecommuting







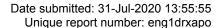
•	part-time work job sharing						
•	carer's leave						
•	purchased leave						
•	unpaid leave.						
	ns may be offered both formally and/o				In at NO		
	xample, if time-in-lieu is available to wax s, the option/s in place are available to b	_	men informally,	you would se	lect NO.		
	, some/all options are not available to bo						
14.1	Which options from the list below ar Unticked checkboxes mean to						
		Man	nagers	Non-m	anagers		
		Formal	Informal	Formal	Informal		
	Flexible hours of work		\boxtimes	\boxtimes	\boxtimes		
	Compressed working weeks		\boxtimes		\boxtimes		
	Time-in-lieu		\boxtimes		\boxtimes		
	Telecommuting				\boxtimes		
	Part-time work			\boxtimes			
	Job sharing		\boxtimes		\boxtimes		
	Carer's leave						
	Purchased leave			\boxtimes			
	Unpaid leave			\boxtimes			
	☐ Currently under development, pleas ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):	e enter date this is due	to be completed				
14.4	If your organisation would like to provide additional information relating to gender equality indicator of please do so below:						
	Our Organisation has indicated that we do not currently provide paid leave for surrogacy related circumstances, this answer is provided as surrogacy is not currently specifically referenced in our Leave Polic however our organisation acknowledges that we would in fact provide the same amount of paid parental leave for the primary carer in a surrogacy related circumstance. Our Leave Policy will be reviewed accordingly in lin with this.						
	equality indicator 5: Co		•	yees on	issues		
	equality indicator 5: Coning gender equality in		•	yees on	issues		
cerr		the workplace	9	-			
cerr ender e ning ge	ning gender equality in equality indicator seeks information on whether the second sec	the workplace	e between employ	ers and employ	rees on issues		
cerr ender e ning ge	ning gender equality in equality indicator seeks information on whender equality in the workplace. you consulted with employees on issue.	the workplace	e between employ	ers and employ	rees on issues		







		☐ 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): Diversity and Inclusion regional forums and internal communications which seek to promote discussion, interaction and feedback. 		
	15.2	Who did you consult?		
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.		
		Worley has a Diversity & Inclusion Manager and part of this role is to promote internal discussion, engagement and consultation on diversity and gender equality issues in the workplace. The FY19 Diversity Plan was approved by the Global Leadership Team and action is focused on increasing gender representation across all areas of our business, from early career graduates, experienced hires and senior leadership roles. The Diversity & Inclusion Manager also participates in D&I Champion forums involving employees who are interested in D&I activity and providing feedback on diversity issues. Worley has an intranet page for Diversity & Inclusion. This intranet site contains ideas for what employees can do to contribute and information on how to promote diversity and gender equality. It also features communication resources to promote interaction and feedback from employees. In the reporting period, events and workshops were held across our offices for International Women's Day and employees were invited to share their contributions online under a theme of #BalanceforBetter. We also launched an online campaign for International Women's Day featuring women in the business through case studies, profiles and videos.		
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 yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?		
		s (select all applicable answers) Policy Strategy (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):		







please do so below:

	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 yo	ou provide training for all managers on sex-based harassment and discrimination prevention?
		es - 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): (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,

Diversity and Inclusion Expectations - Worley has a set of Diversity and Inclusion Expectations for the global business. These provide the framework for our goal to develop and maintain a diverse and inclusive workplace and include a focus on gender equality and initiatives that can achieve progress for gender equality. The expectations focus on 6 key areas - Diverse and Inclusive Workplace, Recruitment and Promotion, Closing Pay Gaps, Flexibility, Accountability and Engagement and Community. Gender diversity targets -targets have also been set for non-executive directors, senior executive and employee levels as follows: Increase the proportion of women employees to 30% by 2020- Increase the proportion of women senior executives to 25% by 2020- Increase the number of women non-executive directors to three by 2020. The FY19 Diversity Plan presents specific targets and programs to progress achievement of these gender diversity targets. Women of Worley (Gender Equality Network) - our global business community focuses on inspiring women to advance the success of the company, and to achieve their own career potential. The network facilitates events and works to promote opportunities for talented women to succeed and to develop their professional connections. Events such as presentations, networking opportunities and International Women's Day celebrations are some of the events that have been successfully delivered across the WoW network over the past year. Inclusive Recruitment & Promotion training – an internal workshop was relaunched in some locations prompting discussion of reducing process bias in the recruitment and promotion processes and how to ensure our

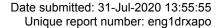
selection process are transparent and equitable. Worley has also recently introduced a formal policy and

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.

support mechanisms for those experiencing family or domestic violence.

(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.
- 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 25.0% females and 75.0% males.

Promotions

- 2. 33.3% of employees awarded promotions were women and 66.7% were men
 - i. 26.7% of all manager promotions were awarded to women
 - ii. 34.2% of all non-manager promotions were awarded to women.
- 3. 7.2% of your workforce was part-time and 6.3% of promotions were awarded to part-time employees.

Resignations

- 4. 27.7% of employees who resigned were women and 72.3% were men
 - i. 15.3% of all managers who resigned were women
 - ii. 30.4% of all non-managers who resigned were women.
- 7.2% of your workforce was part-time and 8.1% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% 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. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: Worley Services Pty Ltd Advisian Pty Ltd INTECSEA Pty Ltd CEO sign off confirmation Name of CEO or equivalent: Chris Ashton CEO signature: Date: 5 August 2020