



Public report

2018-19

Submitted by

Legal Name: **Dacian Gold Limited**







Organisation and contact details

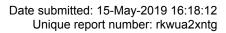
Submitting organisation details	Legal name	Dacian Gold Limited	
	ABN	61154262978	
	ANZSIC	B Mining 0804 Gold Ore Mining	
	Business/trading name/s	Dacian Gold Limited	
	ASX code (if applicable)	DCN	
	Postal address	PO Box 2152	
		Como WA 6152	
		AUSTRALIA	
	Organisation phone number	08 6323 9000	
Reporting structure	Ultimate parent	Dacian Gold Limited	
	Number of employees covered by this report	143	





All organisations covered by this report

Legal name	Business/trading name/s
Dacian Gold Limited	Dacian Gold Limited
Mt Morgans WA Mining Pty Ltd	



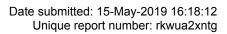




Workplace profile

Manager

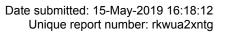
Manager appunational entergaries	Departing level to CEO	Employment status		1	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	0	0
		Full-time contract	0	0	0
	1	Part-time permanent	0	3	3
		Part-time contract	0	0	0
Key management personnel		Casual	0	0	0
	-1	Full-time permanent	0	1	1
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-1	Full-time permanent	0	4	4
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other executives/General managers		Casual	0	0	0
Other executives/General managers		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0







Managar accumational estagorica	Bonorting lovel to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	7	7		
	I	Full-time contract	0	0	0		
	-3	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers		_	0	18	18		



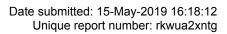




Workplace profile

Non-manager

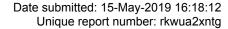
Non manager appunational estagarias	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
Professionals	Full-time permanent	10	34	0	0	0	0	44
	Full-time contract	4	1	0	0	0	0	5
	Part-time permanent	3	0	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
	Full-time permanent	1	27	0	0	0	0	28
	Full-time contract	0	3	0	0	0	2	5
Technicians and trade	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	1	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	1	0	0	0	0	1
	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	7	3	0	0	0	0	10
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	1	0	0	0	0	0	1
	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
Sales	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	1	24	0	0	0	0	25
	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 estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total 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		27	96	0	0	0	2	125







Reporting questionnaire

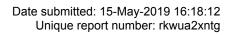
Gender equality indicator 1: Gender composition of workforce

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

NB. IMPORTANT:

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

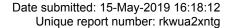
1.1	Recruitment Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place)
1.2	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority Retention
1.2	Yes (select all 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 30/06/2019 ☐ 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 30/06/2019 □ 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 30/06/2019 ☐ 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 30/06/2019 □ 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 30/06/2019 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 30/06/2019 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
\boxtimes 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		nagers
	Female		Female	Male
Permanent/ongoing full-time employees	0	3	2	15
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	1	3
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

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

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	0	7
Number of appointments made to NON-MANAGER roles (including promotions)	17	76

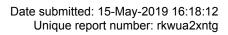
1.12 How many employees resigned during the reporting period against each category below?

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	5	6	19
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	4	19
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	2	0	1

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

Gender equality indicator 2: Gender composition of governing bodies

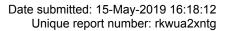
Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant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







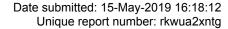
		mittee of management, council or other go overning body for your Australian entity, e	
2.1	Please answer the following	ng questions relating to each governing bo	ody covered in this report.
	Note: If this report covers organisation before process	more than one organisation, the questions eding to question 2.2.	s below will be repeated for each
		erning body is the same as your parent en the numerical details of your parent entity?	
2.1a.1	I Organisation name?		
	Dacian Gold Limited		
2.1b.′	1 How many Chairs on this g	governing body?	
		Female	Male
	Number	0	1
2.1d.′	☐ Yes ☑ No (you may specify why	oard has gender balance (e.g. 40% women/4	40% men/20% either)
	☐ Insufficient resour	ol over governing body/board appointments (-
2.1g.′	☐ Insufficient resour☐ Do not have contr☐ Not a priority☐ Other (provide def	ces/expertise ol over governing body/board appointments (•
	☐ Insufficient resour ☐ Do not have contr ☐ Not a priority ☐ Other (provide det 1 Are you reporting on any o ☐ Yes ☐ No	ces/expertise follower governing body/board appointments (stails): other organisations in this report?	(provide details why):
	☐ Insufficient resour ☐ Do not have contr ☐ Not a priority ☐ Other (provide det 1 Are you reporting on any of ☐ Yes ☐ No Do you have a formal select organisations covered in the ☐ Yes (select all applicable ☐ Policy	ces/expertise follower governing body/board appointments (stails): other organisations in this report? ction policy and/or formal selection strates this report?	(provide details why):
2.1g. <i>′</i> 2.2	☐ Insufficient resour ☐ Do not have contr ☐ Not a priority ☐ Other (provide det 1 Are you reporting on any of ☐ Yes ☐ No Do you have a formal select organisations covered in the ☐ Yes (select all applicable ☐ Policy ☐ Strategy ☐ No (you may specify why ☐ In place for some	ces/expertise follower governing body/board appointments (stails): other organisations in this report? ction policy and/or formal selection strateghis report? answers) no formal selection policy or formal selection	(provide details why): gy for governing body members for strategy is in place)







	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.
Ge	nder	equality indicator 3: Equal remuneration between women and men
	l remune er equal	eration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	☐ Ye	s (select all applicable answers)
	⊠ No	☐ 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
		☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority
		Other (provide details):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. acted a gender pay gap analysis)?
	⊠ Ye	s - 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	Use the control of t
		Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)
	IS roo	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)
	40000	□ Non-award employees paid market rate □ Not a priority □ Other (provide details):
	4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
		Remuneration is based on skills and experience across all professional, technical and operational roles in the organisation which are reviewed regularly to ensure equity.
	41	Did you take any actions as a result of your gender remuneration gan analysis?





4.2

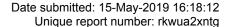


 ✓ Yes – indicate what actions were taken (select all applicable answers) ☐ Created a pay equity strategy or action plan ☐ Identified cause/s of the gaps ☐ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps ☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) ☐ Analysed performance pay to ensure there is no gender bias (including unconscious bias) ☐ Trained people-managers in addressing gender bias (including unconscious bias) ☐ Set targets to reduce any like-for-like gaps ☐ Set targets to reduce any organisation-wide gaps ☐ Reported pay equity metrics (including gender pay gaps) to the governing body
Reported pay equity metrics (including gender pay gaps) to the executive
Reported pay equity metrics (including gender pay gaps) to all employees
 ☐ Reported pay equity metrics (including gender pay gaps) externally ☑ Corrected like-for-like gaps
☐ Conducted a gender-based job evaluation process
☐ Implemented other changes (provide details):
□ No (you may specify why no actions were taken resulting from your remuneration gap analysis)
☐ No unexplainable or unjustifiable gaps identified
☐ 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 are paid market rate
Unable to address cause/s of gaps (provide details why):
☐ Not a priority ☐ Other (provide details):
☐ Other (provide details).
If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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

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

5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having
	greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	 Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme







	 □ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks □ As a lump sum payment (paid pre- or post- parental leave, or a combination) □ No, not available (you may specify why this leave is not provided) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Government scheme is sufficient □ Not a priority □ Other (provide details):
6.	A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer. Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and
	women, in addition to any government funded parental leave scheme for secondary carers?
	 Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY No (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):

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	

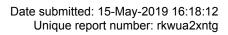
7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	0	0	0	1

- 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.

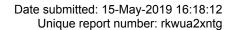






	Female	Male
Non-managers	0	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy
	 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 Don't offer flexible arrangements Not a priority Other (provide details):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	☐ Yes (select all applicable answers) ☐ Policy
	 ☐ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	 ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	☐ Yes ☐ No (you may specify why non-leave based measures are not in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
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
	30/06/2019 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





14.

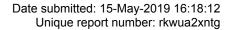


 Workplace safety planning Access to paid domestic violence leave (contained in an enterprise/workplace agreement) Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) Access to unpaid leave Confidentiality of matters disclosed Referral of employees to appropriate domestic violence support services for expert advice Protection from any adverse action or discrimination based on the disclosure of domestic violence Flexible working arrangements Provision of financial support (e.g. advance bonus payment or advanced pay) Offer change of office location Emergency accommodation assistance Access to medical services (e.g. doctor or nurse) Other (provide details): No (you may specify why no other support mechanisms are in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not aware of the need Not a priority Other (provide details):
Where any of the following options are available in your workplace, are those option/s available to both women AND men? I flexible hours of work Compressed working weeks Itime-in-lieu I telecommuting Part-time work I job sharing Carer's leave Purchased leave Unpaid leave. Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
☑ Yes, the option/s in place are available to both women and men.☑ No, some/all options are not available to both women AND men.

Which options from the list below are available? Please tick the related checkboxes. • Unticked checkboxes mean this option is NOT available to your employees.

	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Compressed working weeks	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Time-in-lieu	\boxtimes		\boxtimes	
Telecommuting				
Part-time work	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Job sharing		\boxtimes		\boxtimes
Carer's leave	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Purchased leave				
Unpaid leave	\boxtimes	\boxtimes	\boxtimes	\boxtimes

	Unpaid leave	\boxtimes	\boxtimes	\boxtimes	\boxtimes			
4.3	You may specify why any of the above options are NOT available to your employees.							
	Currently under development, please enter date this is due to be completed							
	☐ Insufficient resources/expertise							
	☐ Not a priority ☐ Other (provide details):							
	U Other (provide details).							





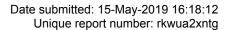


14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

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

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

15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	☐ Ye	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Gei	nder	equality indicator 6: Sex-based harassment and discrimination
partic	ipation.	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining 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?
	☐ Ye	s (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 30/06/2019
		☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years 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







	30/06/2019 Insufficient resources/expertise Not a priority Other (provide details):
17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

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

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





Date submitted: 15-May-2019 16:18:12 Unique report number: rkwua2xntq

Gender composition proportions in your workplace

Important notes:

- 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.
- 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

Notification and access

1. the gender composition of your workforce overall is 18.9% females and 81.1% males.

Promotions

- 2. 12.5% of employees awarded promotions were women and 87.5% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 14.3% of all non-manager promotions were awarded to women.
- 3. 6.3% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 17.9% of employees who resigned were women and 82.1% were men
 - 0.0% of all managers who resigned were women
 - ii. 20.4% of all non-managers who resigned were women.
- 5. 6.3% of your workforce was part-time and 0.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. N/A 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.

15 May 2019

List of employee organisations: Dacian Gold Limited Mt Morgans WA Mining Pty Ltd CEO sign off confirmation Name of CEO or equivalent: Rohan Williams CEO signature: Date: