



Public report

2018-19

Submitted by

Legal Name: Interact Australia Ltd







Organisation and contact details

Submitting organisation details	Legal name	Interact Australia Ltd
	ABN	47072232083
	ANZSIC	Q Health Care and Social Assistance 8790 Other Social Assistance Services
	Business/trading name/s	Interact Australia
	ASX code (if applicable)	
	Postal address	267-269 High Street
		Preston VIC 3072 AUSTRALIA
	Organisation phone number	0488805627
Reporting structure	Ultimate parent	Inner Northern Group Training Limited
	Number of employees covered by this report	216



Workplace profile

Manager

Manager Actional categories	Can of layer scittored	ortoto tromisimo			No. of employees
manager occupational categories	Nepolitilg level to CEO	Employment status	F	M	Total employees
		Full-time permanent	1	0	
		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	1	0	
		Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	2	8
		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
		Full-time permanent	2	0	2
		Full-time contract	0	0	0
Other managers	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			5	2	7



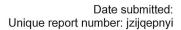
Workplace profile

Non-manager

		No. of employees (excluding grad	es (excluding graduates and apprentices)	No. of graduates	of graduates (if applicable)	No. of apprentices	s (if applicable)	
Not Fittaliage occupational categories	Ciripioyirierii status	F	M	4	M	F	Σ	l otal employees
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Professionals	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
Technicians and trade	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	35	12	0	0	0	0	47
	Full-time contract	1	1	0	0	0	0	2
Community and personal service	Part-time permanent	2	5	0	0	0	0	7
	Part-time contract	0	0	0	0	0	0	0
	Casual	88	09	0	0	0	0	149
	Full-time permanent	1	0	0	0	0	0	1
	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	1	0	0	0	0	1
	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	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 occipational captures	Employment status	No. of employees (excluding gra	graduates and apprentices)	No. of graduates	(if applicable)	No. of apprentices	s (if applicable)	
ivoltinaliagei occupational categories	Ciriployinent status	£	M	Н	M	4	M	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		129	80	0	0	0	0	209







Reporting questionnaire

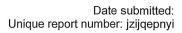
Gender equality indicator 1: Gender composition of workforce

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

NB. IMPORTANT:

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

1.1	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention
	 Yes (select all applicable answers) □ Policy □ Strategy No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed March 2020 □ 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 Feb 2020 □ 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 Nov 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 ✓ 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.

Manag	ers	Non-man	agers
Female	Male	Female	Male
1	0	4	0
0	0	0	0
0	0	2	1
0	0	0	0
0	0	1	0
		Managers Female Male 1 0 0 0 0 0 0 0 0 0 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/nonmanagers)?

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)	3	4
Number of appointments made to NON-MANAGER roles (including promotions)	82	46

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

	Mana	gers	Non-mar	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	1	18	16
Permanent/ongoing part-time employees	0	0	5	1
Fixed-term contract full-time employees	0	0	3	3
Fixed-term contract part-time employees	0	0	0	1
Casual employees	0	0	25	16

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

Gender equality indicator 2: Gender composition of governing bodies

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

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.



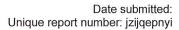
2.1



	organisation before proceeding to q If your organisation's governing boo organisation's name BUT the numer	dy is the same as your parent entity	
2.1a.1	Organisation name?		
	Interact Australia		
2.1b.1	How many Chairs on this governing	body?	
		Female	Male
	Number	0	1
2.1c.1	How many other members are on thi	is governing body (excluding the C	hair/s)?
		Female	Male
	Number	1	3
2.1g.1	☐ Currently under developmen☐ Insufficient resources/expert	gender balance (e.g. 40% women/40% nt, please enter date this is due to be d lise verning body/board appointments (pro	completed
	☐ Yes ☑ No		
2.2	Do you have a formal selection policorganisations covered in this report		for governing body members for ALL
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	☐ No (you may specify why no formal ☐ In place for some governing ☐ Currently under developmen ☐ Insufficient resources/expert	bodies at, please enter date this is due to be	completed
2.3	Does your organisation operate as a "incorporated" entity - Pty Ltd, Ltd o		

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







	Yes
\boxtimes	No

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

Gender equality indicator 3: Equal remuneration between women and men

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

3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
		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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):
1.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. icted a gender pay gap analysis)?
	⊠ No room f qualific	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): (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 or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or stations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) Non-award employees paid market rate Not a priority Other (provide details):
	4.2	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.		R" is the member of a c ty for the day-to-day ca		carer, REGARDLESS OF G	ENDER, identified as having
				PRIMARY CARERS that is cheme for primary carers?	available for women AND
	☐ By paying ☐ By paying ☐ By paying ☐ By paying ☐ As a lump ☐ No, we offer paid p indicate how employed ☐ By paying ☐ By paying ☐ As a lump ☐ No, we offer paid p paid parental leave is ☐ By paying ☐ Currently ☐ Currently ☐ Insufficient	the gap between the empthe employee's full salary raid. For example, full paysum payment (paid precorrental leave for primary for funded paid parental leave the employee's full salary raid. For example, full paysum payment (paid precorrental leave for primary provided to men ONLY): the gap between the empthe employee's full salary raid. For example, full paysum payment (paid precorrental leave for primary provided to men ONLY): the gap between the empthe employee's full salary raid. For example, full paysum payment (paid precoyou may specify why this inder development, pleas resources/expertise at scheme is sufficient fity	ployee's salary and (in addition to the for 12 weeks or her post-parental let carers that is available of the for 12 weeks or her post-parental let carers that is available of the for 12 weeks or her carers that is available of the for 12 weeks or her post-parental let for 12 weeks or her post-parental let or post-parental let or post-parental let leave is not provide	ave, or a combination) ilable to women ONLY (e.g. il women ONLY): I the government's paid pare government's paid scheme) alf pay for 24 weeks ave, or a combination) ilable to men ONLY. (Please I the government's paid pare government's paid scheme) alf pay for 24 weeks ave, or a combination) ided)	ntal leave scheme , regardless of the period of maternity leave). (Please ntal leave scheme , regardless of the period of indicate how employer funded
6.	A "SECONDARY CA primary carer.	RER" is a member of a	couple or a singl	e carer, REGARDLESS OF	GENDER, who is not the
				SECONDARY CARERS that scheme for secondary car	
	☐ No, we offer paid p ☐ No (you may speci ☐ Currently u ☐ Insufficient	parental leave for SECON ify why employer funded nder development, pleas resources/expertise nt scheme is sufficient ty	IDARY CARERS t paid parental leave	hat is available to men ONLY hat is available to women ON e for secondary carers is not due to be completed	NLY
7.		RS have taken parental arental leave, regardles		reporting period (paid and menced.	l/or unpaid)? Include
		Primary carer's	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	3	0	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?

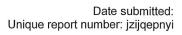
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies 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

	INOIT-IIIaliageis	U	0
9.	Do you have a formal policy and/or formal	strategy on flexible working arrang	ements?
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	 No (you may specify why no formal policy ☐ Currently under development, plea ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details): 	or formal strategy is in place) se enter date this is due to be complet	ted
10.	Do you have a formal policy and/or formal	strategy to support employees with	n family or caring responsibilities?
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	☐ No (you may specify why no formal policy	se enter date this is due to be complet	ted
11.	Do you offer any other support mechanism (eg, employer-subsidised childcare, breas		with family or caring responsibilitie
	 ✓ Yes ☐ No (you may specify why non-leave based ☐ Currently under development, plea ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): 	I measures are not in place) se enter date this is due to be complet	ted







 Please select what support mechanisms are in place and if they are available at all worksites. Where only one worksite exists, for example a head-office, select "Available at all worksites". 	
☐ Employer subsidised childcare ☐ Available at some worksites only ☐ Available at all worksites	
☐ On-site childcare ☐ Available at some worksites only	
 ☑ Available at all worksites ☐ Childcare referral services ☐ Available at some worksites only 	
☐ Available at all worksites ☐ Internal support networks for parents ☐ Available at some worksites only	
Available at all worksites Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental le when an employee returns from leave)	ave
 ☐ Available at some worksites only ☐ Available at all worksites ☐ Information packs to support new parents and/or those with elder care responsibilities 	
 ☐ Available at some worksites only ☐ Available at all worksites ☒ Referral services to support employees with family and/or caring responsibilities 	
 ☐ Available at some worksites only ☑ Available at all worksites ☑ Targeted communication mechanisms, for example intranet/ forums 	
 ☐ Available at some worksites only ☑ Available at all worksites ☐ Support in securing school holiday care 	
 ☐ Available at some worksites only ☐ Available at all worksites ☐ Coaching for employees on returning to work from parental leave 	
☐ 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	
Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domest violence?	tic
☐ 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 □ Included in award/industrial or workplace agreements □ Not aware of the need	
☐ Not a priority ☐ Other (please provide details):	
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?	

12.

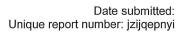
13.



14.



□ No	 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 (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 ayare of the need □ Other (provide details): 				
AND r	telecommuting part-time work job sharing carer's leave				
☐ No,	s, the option/s in place are available to both wome some/all options are not available to both womer	n AND men.			
14.1	 Which options from the list below are availab Unticked checkboxes mean this option 				
		Man	agers	Non-ma	anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work				
	Compressed working weeks				<u>_</u>
	Time-in-lieu		Ш		
	Telecommuting				<u>_</u>
	Part-time work				
	Job sharing			\boxtimes	
	Carer's leave				
	Purchased leave				
	Unpaid leave			\boxtimes	
14.3	You may specify why any of the above option Currently under development, please enter day Insufficient resources/expertise		-	employees.	







	☐ Not a priority ☐ Other (provide details):
14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

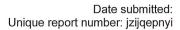
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

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

	0.0	
15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Yes □ No	s (you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):
	15.2	Who did you consult?
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

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):
	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	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 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, 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.)





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 62.0% females and 38.0% males.

Promotions

- 2. 88.9% of employees awarded promotions were women and 11.1% were men
 - i. 100.0% of all manager promotions were awarded to women
 - ii. 87.5% of all non-manager promotions were awarded to women.
- 3. 3.7% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 57.3% of employees who resigned were women and 42.7% were men
 - i. 0.0% of all managers who resigned were women
 - ii. 58.0% of all non-managers who resigned were women.
- 5. 3.7% of your workforce was part-time and 7.9% 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. N/A 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:	
CEO sign off confirmation	
Name of CEO or equivalent:	Confirmation CEO has signed the report:
Poul Bottern	
CEO signature:	Date:
Also and a second	31 May 2019