

Public report

2019-20

Submitted by

Legal Name:
ASX Limited



Organisation and contact details

Submitting organisation details	Legal name	ASX Limited
	ABN	98008624691
	ANZSIC	K Financial and Insurance Services 6419 Other Auxiliary Finance and Investment Services
	Business/trading name/s	ASX Limited
	ASX code (if applicable)	ASX
	Postal address	Exchange Centre, 20 Bridge St, Sydney NSW 2000 SYDNEY NSW 2000 AUSTRALIA
	Organisation phone number	0424898616
	Reporting structure	Number of employees covered by this report

Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
CEO/Head of Business in Australia	0	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
Key management personnel	-1	Full-time permanent	1	3	4
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers	-1	Full-time permanent	3	7	10
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	10	23	33
		Full-time contract	1	0	1
		Part-time permanent	2	0	2
		Part-time contract	0	1	1
		Casual	0	0	0
Senior Managers	-3	Full-time permanent	15	31	46
		Full-time contract	0	2	2
		Part-time permanent	3	0	3
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers	-3	Full-time permanent	52	81	133
		Full-time contract	1	3	4
		Part-time permanent	6	2	8
		Part-time contract	0	0	0
		Casual	0	1	1

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
Grand total: all managers			94	155	249

Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Professionals	Full-time permanent	128	261	0	0	0	0	389
	Full-time contract	9	21	0	0	0	0	30
	Part-time permanent	27	5	0	0	0	0	32
	Part-time contract	3	0	0	0	0	0	3
	Casual	8	6	0	0	0	0	14
Technicians and trade	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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
Community and personal service	Full-time permanent	1	1	0	0	0	0	2
	Full-time contract	0	0	0	0	0	0	0
	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
Clerical and administrative	Full-time permanent	20	4	0	0	0	0	24
	Full-time contract	4	1	0	0	0	0	5
	Part-time permanent	9	0	0	0	0	0	9
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	2	0	0	3	0	6
Sales	Full-time permanent	2	7	0	0	0	0	9
	Full-time contract	0	0	0	0	0	0	0
	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
Machinery operators and drivers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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 occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Labourers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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		212	308	0	0	3	0	523

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.

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	11	11	8	24
Permanent/ongoing part-time employees	2	0	1	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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)	36	31
Number of appointments made to NON-MANAGER roles (including promotions)	73	112

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

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	7	8	26	25
Permanent/ongoing part-time employees	1	0	7	0
Fixed-term contract full-time employees	1	1	6	5
Fixed-term contract part-time employees	0	0	0	1
Casual employees	0	0	0	3

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 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?

ASX Limited

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)?

	Female	Male
Number	3	7

2.1d.1 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.1 What is the percentage (%) target?

40

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

2.2 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.

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 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):

3.1 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):

3.2 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):
- An ASX gender equity action plan was developed to strategically manage pay equality across the organisation. The plan is reviewed annually and is currently in 'monitor and maintain' phase. ASX recognises that gender pay issues are broader than the outcome of pay decision and typically reflect differences in succession, talent, or opportunity for roles. ASX is focused on a holistic approach to managing inequality across the employee lifecycle. Ongoing actions to monitor and maintain include: a) raising awareness of pay equality at executive level, board level, and staff level; b) demonstrating leadership commitment, with gender representation targets included as part of the executives’ balanced scorecard; c) Human Resources review of commencement salaries to ensure

pay equity d) Annual review of pay equity gap analysis monitoring pay increases to reduce and eliminate bias; e) Human Resources and Executive review of all compensation recommendations during the annual compensation review process by gender, level, division, and across 'like roles'; f) reporting of remuneration review outcomes to the Board to highlight and address any pay inequalities; g) Ongoing review of remuneration decision during promotion, secondment and transfers; h) Compulsory online Diversity and Inclusion training and i) Mandating of gender-balanced shortlists when recruiting all roles and gender equality targets.

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

- Yes - 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 room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
 - Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
 - 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).

ASX undertakes a like-for-like role analysis to determine whether there are any gender-based systemic biases in the way the remuneration framework is applied. ASX has improved its pay gap in 2019, with females paid 0.07% more than males who perform like roles (2018 0.2% more than males). ASX also conducts an 'average salary' analysis. This found females are paid 9.9% less than males (2018: 10.84% less than males). While progress continues to be made in closing the gap on both a like-for-like and average salary basis, the difference in average salary reflects the fact that there is unequal representation of genders in higher-paying roles. This is reflective of a broader issue on the imbalance in the representation of women in higher paying roles in the workforce. Both analyses are conducted across the entire organisation and are run on both a fixed remuneration and total remuneration (fixed plus short term incentive) basis.

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)
- 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 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):

4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

ASX does not formalise a target for gender pay equity. Instead the Board works towards a pay gap of zero. On a like for like basis, ASX is achieving this. The Board also focuses on ASX's representation of females in senior and higher paying roles. There is ongoing work to ensure equal representation on this basis. ASX is targeting 40% of females in management and is working towards achieving this goal (currently 39%).

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):

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:

16

5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements 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%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

5.3 Please indicate whether your employer funded paid parental leave for primary carers covers:

- Adoption
- Surrogacy
- Stillbirth

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):

6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:

20

6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?

- In your calculation, you **MUST INCLUDE CASUALS** when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%

- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

6.3 Please indicate whether your employer funded paid parental leave for secondary carers covers:

- Adoption
- Surrogacy
- Stillbirth

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	6	3	0	15

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	22	7	0	14

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
- 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):

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
 Available at some worksites only
 Available at all worksites
- On-site childcare
 Available at some worksites only
 Available at all worksites
- Breastfeeding facilities
 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 leave when an employee returns from leave)
 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

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 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):

14. Where any of the following options are available in your workplace, are those option/s available to both women AND men?

- flexible hours of work
- compressed working weeks
- time-in-lieu
- telecommuting
- part-time work
- 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.

14.1 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	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Compressed working weeks	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Time-in-lieu	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Telecommuting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Part-time work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Job sharing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Carer's leave	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Purchased leave	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Unpaid leave	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

14.3 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):

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

On 20 May ASX received confirmation of renewing its accreditation as a Breastfeeding Friendly Workplace, awarded by The Australian Breastfeeding Association, this is our 8th year in a row.

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?

- Yes
 No (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?

- All staff
- Women only
- Men only
- Human resources managers
- Management
- Employee representative group(s)
- Diversity committee or equivalent
- Women and men who have resigned while on parental leave
- Other (provide details):

15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

The CEO and Executive team led and participated in numerous events to reinforce the importance of gender diversity and promote equality.

- Continuing the International Women's Day 2019 campaign theme of #BalanceforBetter is a call-to-action for driving gender balance across the world. Balance is not a women's issue, it's a business issue and at a time of great change, it's important to bring diversity of thought to solving problems from all angles. OWN (Our Women's Network, Executive sponsor Max Cunningham, Executive General Manager Listing Issuer Services) hosted a panel event to explore this in the context of ASX's growth strategy "How balance for better can be enabler for growth" across the 3Ds of Digital, Data and DLT. The panel was moderated by Ben Jackson, General Manager Trading Operations and the panel speakers were Catherine Allegra, Global Head and Founder of Markit Digital, Kelly Mathieson, Head of Financial Products, Digital Asset and Bridget Nichols, Senior Manager, Data Analytics, ASX

- In August, Our Women's Network Employee Networking Group (OWN) and Dan Chesterman Chief Information Officer hosted an open staff event with Pratima Gluckman, lead of VMware's blockchain engineering team and author of 'Nevertheless, She Persisted: True stories of women leaders in tech'. Pratima discussed how organisations can create a positive climate so that everyone, regardless of their gender, can thrive in leadership. Drawing on true stories of women leaders in technology, the event explored recurrent themes such as brand at work, how to overcome the effects of imposter syndrome, strategies for getting sponsors, the aggressive label, and the importance of offering career interventions. This was followed by a networking lunch with female leaders from our technology division and OWN members.

- In October ASX was named among the top 20 companies in the 2019 Gender Equality Global Ranking by Equileap. This was promoted to staff and external via our internal social media platform (Chatter) and via Twitter and LinkedIn.

- In November, ASX and Brilliant Women Global (BWG) hosted an event, showcasing senior female leaders in the investment management and media industry. Max Cunningham, Executive General Manager Listings, Issuer Services & Investment Products welcomed Joseph Ghaly, Founder of Brilliant Women Global and the keynote speakers Jodie Hampshire, Managing Director, Russell Investments, Julia Lee, former Equities Strategist, Bell Direct and now founder and Chief Investment Officer, Burman Invest and Tiffany Cherry, Australian sports broadcaster for a panel discussion and Q&A's. BWG is a purpose driven network, enabling people sharing the values of Diversity and Inclusion, to reach their career and commercial aspirations.

- In November, Our Women's Network ENG hosted an "In conversation with Deborah Thomas" event for staff. Deborah is best known as former Editor-in-Chief of The Australian's Women's Weekly and CEO of ASX listed company Ardent Leisure (AAD). The discussion was based on themes of adaptability and leadership needed to become CEO of an ASX 200 listed company and the resilience required. Deborah shared her reflections on leadership and her advice to women with leadership aspirations in corporate life.

- In December, at ASX's quarterly all staff briefing, CEO Dom Stevens spoke about ASX's gender neutral parental leave policy, highlighting the experience of new ASX parents. The CEO shared his own positive, personal experience about how important and valuable taking a year off work to spend with his children was. This was in recognition of ASX being voted a 'Top 20 employers for New Dads'. The All staff briefing was recording and saved to our intranet site for all employees to access.

- In December 2019, Lisa Green Group Executive Human Resources, sent an all staff email highlighting ASX being recognised as voted as "top employer for New Dads", ASX was recognised by Direct Advice for Dad's as one of the 'Best Australian Workplaces for New Dads.' This recognition reflects ASX's commitment to creating a flexible workplace through a range of gender-neutral policies and strategies.

- In December ASX posted the following tweet on its social media platform: "As a founding member of MCC we are committed to driving gender equality outcomes in the workplace. MCC is a coalition of Board and CEO-level leaders focused on advancing gender equality, increasing women's representation in leadership, & building respectful & inclusive workplaces." With a link to the media release on MCC's website

- In February, OWN (Our Women's Network) and our Culture&Heritage employee networking group collaborated with HR to launch an ASX Mentoring initiative. Designed to support learning and collaboration,

create new partnerships, develop skills and promote diversity of thought, OWN, Culture&Heritage, and HR hosted a launch event with an executive panel discussion focused on the benefits of mentoring and the variances between genders and cultures. The panel included Blair Beaton (Chief Strategy Officer), Dan Chesterman (Chief Information Officer), Helen Lofthouse (Executive General Manager Derivatives & OTC Markets) and Sally Palmer (Deputy General Counsel and OWN Chair). A new intranet site was created to provide information and resources to assist in identifying an appropriate mentor or mentee via a register, and setting up and maintaining a successful relationship. The approach aims to help remove any barriers around finding a mentor; facilitate an effective mentoring conversation; create a greater understanding of different perspectives; and support any mentoring arrangements that currently exist. Additional sessions were held to demonstrate mentoring tools and techniques. Unfortunately the face to face networking event for mentors and mentees to connect and form new relationships was postponed due to COVID restrictions. Plans are underway to relaunch in line with organisational Goal Setting and Development Planning in July.

- In March ASX was pleased to “ring the bell for gender equality” for International Women’s Day, taking part in a global initiative with over 70 exchanges worldwide. David Raper, Executive General Manager, Trading Services, ASX, hosted in partnership with Jen Dalitz, CEO, Women in Banking and Finance, and Daphne van der Oord, Head of Australia and New Zealand, S&P with the theme “Each for Equal” Day. Unfortunately other IWD events were arranged but had to be cancelled due to COVID restrictions.
- A Gender focus this year has been on the creation of an Employee Network Group for LGBTIQ+ representation in the organisation. Highlighting how gender is a much broader topic than just male or female. In February, CEO Dom Stevens sent an all staff email announcing the formation of a new employee networking group (ENG). The group will provide a voice for LGBTIQ+ employees, friends and supporters and will continue our work to create a diverse and inclusive culture at ASX.
- To encourage greater representation of women at all levels in the organisation ASX participates in the Chief Executive Women Leaders Development program which provides individual coaching for participants and continues to supports employees application to The Observership Program, which facilitates the involvement of highly motivated, talented and experienced professionals between the ages of 25 and 40 in a structured experience on not-for-profit boards.
- Our CEO remains a member of Male Champions of Change and continues to broadly promote gender equality and pay equity ASX contributes to research and papers published by MCC.

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 you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

- 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):

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 you provide training for all managers on sex-based harassment and discrimination prevention?

- Yes - 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):
- No (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:

Q17. A compulsory online training module on Diversity and Inclusion for all employees, which includes discrimination. As part of the module there is a test which needs to be completed and passed with a minimum of 8/10 reached, all results are circulated to the relevant Executive General Managers.

Employees are given three attempts to complete the test, if they are still unable to reach the pass level, HR Business Partner's provide one to one training. This training is expected to be completed on an annual basis by all employees.

As part of our annual Engagement survey, please see the below results.

1. 84% of employees expressed confidence that ASX takes action on gender equality issues that are identified and raised by employees

2. 89% of employees believe their direct manager genuinely support gender quality

3. 95% of employees believe that sex-based harassment is not tolerated at ASX

*please note % is a combination of agree and strongly agree.

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.
2. 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 40.0% females and 60.0% males.

Promotions

2. 38.6% of employees awarded promotions were women and 61.4% were men
 - i. 54.2% of all manager promotions were awarded to women
 - ii. 27.3% of all non-manager promotions were awarded to women.
3. 7.5% of your workforce was part-time and 5.3% of promotions were awarded to part-time employees.

Resignations

4. 52.7% of employees who resigned were women and 47.3% were men
 - i. 50.0% of all managers who resigned were women
 - ii. 53.4% of all non-managers who resigned were women.
5. 7.5% of your workforce was part-time and 9.9% 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. 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.

CEO sign off confirmation

Name of CEO or equivalent:

Confirmation CEO has signed the report:

CEO signature:

Date: