



## Workplace Gender Equality Act 2018-9 Public Report

For the information of shareholders, attached is a copy of the public report submitted to the Workplace Gender Equality Agency, in accordance with the requirements of the Workplace Gender Equality Act.

Further information about the report is available at [www.wgea.gov.au](http://www.wgea.gov.au).

# Public report

2018-19

Submitted by

Legal Name:  
**St Barbara Limited**



## Organisation and contact details

<b>Submitting organisation details</b>	<b>Legal name</b>	St Barbara Limited
	<b>ABN</b>	36009165066
	<b>ANZSIC</b>	B Mining 0804 Gold Ore Mining
	<b>Business/trading name/s</b>	St Barbara Limited
	<b>ASX code (if applicable)</b>	SBM
	<b>Postal address</b>	Locked Bag 9 COLLINS STREET EAST VIC 8003 AUSTRALIA
	<b>Organisation phone number</b>	(03) 8660 1900
<b>Reporting structure</b>	<b>Number of employees covered by this report</b>	223

# 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	0	2	2
		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	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
	-2	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
Senior Managers	-2	Full-time permanent	3	12	15
		Full-time contract	0	0	0
		Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	1	4	5
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
Other managers	-2	Full-time permanent	0	3	3
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	6	18	24
		Full-time contract	1	1	2
		Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	3	8	11
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			19	53	72

# 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	9	39	1	0	0	0	49
	Full-time contract	1	2	0	0	0	0	3
	Part-time permanent	3	0	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Technicians and trade	Full-time permanent	5	59	0	0	0	0	64
	Full-time contract	0	0	0	0	0	3	3
	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	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
Clerical and administrative	Full-time permanent	8	1	0	0	0	0	9
	Full-time contract	1	0	0	0	0	0	1
	Part-time permanent	3	0	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Sales	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
Machinery operators and drivers	Full-time permanent	0	4	0	0	0	0	4
	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	1	9	0	0	0	0	10
	Full-time contract	0	1	0	0	0	0	1
	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		31	116	1	0	0	3	151

# 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
  - 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	4	3	0	0
Permanent/ongoing part-time employees	2	0	0	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 (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)	8	19
Number of appointments made to NON-MANAGER roles (including promotions)	26	53

**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	3	6	4	22
Permanent/ongoing part-time employees	0	0	1	0
Fixed-term contract full-time employees	0	0	0	1
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

**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?**

St Barbara Limited

**2.1b.1 How many Chairs on this governing body?**

	Female	Male
Number	0	1

**2.1c.1 How many other members are on this governing body (excluding the Chair/s)?**

	Female	Male
Number	2	2

**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):
  - Reduce overall pay equity gap to reach target
  - Strategy also includes ensuring fairness in bonus assessments

**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):  
Monthly analysis is conducted
- 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).**

The organisation's overall pay gap analysis is conducted monthly and reported monthly to the Executive Leadership Team and reported bi-annually to the Board. At the end of the financial year, this is reported in the Annual Report.

A like-for-like analysis is conducted annually and reported to the Executive Leadership Team and the Board. At the end of the financial year, this is reported in the Annual Report.

With each new hire, we provide the details of the company's gender composition and overall pay gap showing how this will change with the new hire. This initiative has increased the transparency of the company's gender composition and overall pay gap to hiring managers across the Group.

**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 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):

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

Like-for-like gaps were analysed and justified, the analysis showed that no corrections were required.

## 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:

18

#### 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.

Twelve (12) months service is no longer required to be eligible to access the Company's provision of 18 weeks paid Parental Leave.

Return to work incentives are provided to employees who are the primary carer and return to work within 12 months of their parental leave. The incentives include annual leave accrual for the period of unpaid parental leave and superannuation contributions for the parental leave period i.e. both paid and unpaid parental leave.

**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:**

5

**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.**

The Company are currently considering an increase to the secondary carer paid parental leave from 5 days to 2 weeks equivalent.

**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	1	0	0	2

**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	6	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

**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):



**9.1 You may indicate which of the following are included in your flexible working arrangements strategy:**

- A business case for flexibility has been established and endorsed at the leadership level
- Leaders are visible role models of flexible working
- Flexible working is promoted throughout the organisation
- Targets have been set for engagement in flexible work
- Targets have been set for men's engagement in flexible work
- Leaders are held accountable for improving workplace flexibility
- Manager training on flexible working is provided throughout the organisation
- Employee training is provided throughout the organisation
- Team-based training is provided throughout the organisation
- Employees are surveyed on whether they have sufficient flexibility
- The organisation's approach to flexibility is integrated into client conversations
- The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)
- Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
- Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

**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):  
Support is provided on a case by case basis depending on requirements including relevant safety measures.
- 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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  
The Company is currently researching both 'purchased leave' and 'child care assistance' to further support those returning after a period of parental leave. In August 2017, we developed a 'Parental Support Network' initiative where employees that had taken parental leave and had experienced the process could provide support and information to other employees relating to pregnancy, community programs and support, selecting childcare and returning to work. A number of employees nominated to be part of the Parental Support Network and these contacts were communicated across the Group.

Another initiative undertaken in late 2017 was the development of a Parental Leave Toolkit. This has now been released to the workforce. The Parental Leave Toolkit provides information and resources in relation to pre leave, during Parental Leave and returning to work. The toolkit provides information on useful websites, apps, as well comprehensive information on childcare services across each state where employees are represented.

Also in February 2018, the Executive approved the implementation of 'Enboarder', a cloud-based workflow product designed to optimise engagement where those employees on parental leave (or other long-term leave) are regularly and actively engaged through a workflow process of communication to either email or mobile phone.

- 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:**

## 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):  
Women's Internal Network who discuss areas of focus for women specifically.

**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.**

St Barbara's Women's Internal Network provides an open forum and opportunity for women from across all locations to connect and discuss relevant and contemporary issues and topics. The aim of the Network is also to provide a forum for women to share ideas and seek feedback directly from other women in the Company.

The CEO & MD, Bob Vassie sponsors the Network and regularly attends. Non-Executive Director, Kerry Gleeson also regularly attends meetings. Both Bob and Kerry openly share their insights and gain insight from women across the organisation.

## 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:**

## 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.)**

St Barbara has received the WGEA Employer of Choice for Gender Equality each year from 2014 to 2019 and is currently the only mining company in Australia with this recognition.

In 2018, St Barbara received the Australian Women in Resources Alliance (AWRA) Award which recognises an organisation that has developed innovative or highly effective strategies to increase women's participation in the resources industry workforce and directly enhance the success of the organisation.

In 2017, St Barbara received the Company Gender Diversity Champion in the Victorian Women in Resources Awards and went on to receive the Excellence in Company Diversity Programs and Performance at the Women in Resources National Awards (WIRNA).

Our Managing Director and CEO, Bob Vassie was one of the first WGEA Pay Equity Ambassadors.

Bob is a member of the Minerals Council of Australia (MCA) Board and the Chair of the MCA Gold Forum. Bob is also a member of the AusIMM Council for Diversity and Inclusion. The role of the Council is to promote diversity, equality and inclusion in the mining and resources sector and the Council will review and approve the AusIMM Diversity and Inclusion Strategy. The Council has a membership of 6 to 10 industry representatives and has the opportunity to advise and make recommendations to AusIMM on gender diversity and inclusion.

Bob has consistently challenged the mining industry and their CEOs to submit for the Employer of Choice for Gender Equality.

Bob actively promotes diversity and gender equality both internally and externally through public addresses including presentations to fellow industry colleagues at all events that he speaks at including but not limited to the WGEA 5 year Data Launch event in Perth, Diggers and Dealers Conference in Kalgoorlie and Global Gold Forums in Europe and the US.

St Barbara's General Manager of Human Resources, Val Madsen was elected as the Chair for the Minerals Council of Australia's Gender Diversity Working Group in 2017 and in 2018 was invited to join the MCA's Workforce and Innovation Committee and is the Stream Leader for Diversity. Val is also on the Gender Advisory Board of the Australian Women in Resources Alliance (AWRA) as well as the AMMA Resources and Energy Industry Advisory Board for Mental Health.

Val has represented and advocated gender equality at a number of events over the last 12 months including:

- April 2018 – MCA Gender Diversity Working Group (Perth) - Val facilitated a workshop-style meeting to brainstorm and identify the current state of gender diversity in the industry. The workshop also focused on brainstorming and discussing how to shift the dial on female minerals workforce participation. Those attending the meeting also shared case studies of what was working well in their companies. The end result of this workshop was a clear picture of current state, desired future state, and recommended ideas to drive change.
- May 2018 - Victorian Women Lawyers (VWL) invited Val to be a speaker as part of a panel looking gender on the agenda. In particular, Val was requested to share the St Barbara story of reducing the pay gap. 'We are extremely grateful for your support at our recent Gender on the Agenda: Pay Gap Analysis event. Quite simply, the event would not have happened without you. As mentioned on the day, VWL had attended a webinar during which we heard your presentation about St Barbara's pay gap journey. This experience showed us the power that transparency and openness around pay gap journeys can have in impacting the hearts and minds of an audience. We had to share the experience with the legal profession. We were delighted you were able to join us and provide a model for the other case study presentations'. (Michelle Berry VWL President)
- July 2018 - MCA Gender Diversity Working Group (Melbourne) - Val facilitated the workshop which included a panel of industry representatives discussing the role of gender diversity champions and research presentation on 'what attracts women to operational roles'.
- August 2018 – AMMA Workforce Insights - Val presented with a panel of senior industry representatives at the AMMA Workforce Insights Seminar. Val presented on the work and initiatives of St Barbara in developing and implementing mental health awareness and education programs for the workforce.
- September 2019 – Minerals Week (Canberra) – Val planned and chaired the Gender Diversity program attended by MCA members, Australian Government representatives and diversity award finalists. The program included presentations from the Women in Resources National Award winners.
- October 2019 – AMMA' Mental Health Matters Webinar – Val presented the first webinar on the mental health programs of St Barbara including the gender safety initiatives addressing psychological safety of women working in remote locations.
- November 2018 – International Mining and Resources Conference – Val was invited to facilitate the Women in Mining Focus Session with Siri C. Genik, Julian Treger, Kate Hobbs, Colin Moorhead, Judy van Heukelem and Rob Jackson.

- November 2018 – WGEA – 5 years of gender reporting in Australia: what has changed? – Val was invited to take part in the panel discussion with Libby Lyons, Elysia McCaffrey and Professor Cobie Ruff (ECU).
- November 2018 – In partnership with RIO, the MCA Gender Diversity Working Group led by Val planned the White Ribbon Workshop held in Brisbane focusing on company responses to domestic and family violence. Attended by more than 50 senior industry practitioners, the program included a panel and presentations including a presentation by Val on St Barbara's gender safety initiative. The keynote speaker at this event was the Qld Minister for the Prevention of Domestic and Family Violence.

St Barbara has been featured in the following publications within the last 12 months:

In April 2018, the Gold Industry Group published an article on Meryl Jones, Principal Business Development of St Barbara discussing the Female Talent Pipeline and the Get Into Resources event, which St Barbara actively supports and sponsors.

In October 2018 St Barbara featured in the Sustainability in Action Report for the UN Sustainable Development Goal 5 – Gender Equality. The Case Study was titled Transforming the Face of Australian Mining focused on St Barbara's leadership in addressing gender equality.

In December 2018, St Barbara featured in an article in the Sydney Morning Herald titled "In push for more females, miners seek fix to 'blokey' brand problem" which quoted Val Madsen, General Manager Human Resources:

"the reputation of mining as being "dirty, blokey" remained among the biggest obstacles for the sector to overcome, and has called on the wider industry to work more closely with educational institutions and "better profile and market the opportunities for women covering a full suite of professional roles".

"The industry needs to form stronger ties with schools, TAFEs and universities to ensure that students are considering the industry as an attractive industry to work in," she said.

"The industry needs to demonstrate to potential employees that the mining workplace is one where diversity is valued and that women are welcome in the industry where they can enjoy a long career."

In January 2019, St Barbara was published in the Mining Club of WA Mine Site Magazine, titled Closing the Gap. The article outlined key areas of focus in diversity and inclusion including the pay equity gap, gender composition and our indigenous engagement including the recent sponsorship of Shooting Stars, the community netball program in Leonora to increase attendance and retention of females at the Leonora District High School. The article quoted Bob Vassie "As a Pay Equity Ambassador, I encourage more resources companies to participate in the WGEA Employer of Choice Program"

Other Initiatives include:

St Barbara has had a domestic violence strategy for some years now. In 2018, a Domestic and Family Violence Policy Statement was implemented and distributed across the workforce. This policy includes statements that St Barbara is committed to providing a safe, healthy and supportive workplace and that domestic and family violence is unacceptable at home and in the workplace.

St Barbara will:

- provide access to confidential and professional counselling;
- maintain and provide a list of support services; maintain confidentiality;
- build and maintain a workplace and culture that supports health and wellbeing;
- educate leaders in supporting personnel impacted by domestic and family violence; and
- will not tolerate employees who threaten or commit acts of violence at work or who misuse company resources for such purposes.

We have developed a Domestic and Family Violence Procedure that details the support that the company will provide employees impacted by domestic and family violence, which includes but is not limited to paid leave provisions, flexible working arrangements, referral services, short-term financial assistance, personal safety arrangement and reasonable workplace adjustments.

We are currently developing a Domestic and Family Violence Procedure for our operations in Papua New Guinea. St Barbara is a member of the Business Coalition of Women in Papua New Guinea that aims to be the driving positive change for women in PNG. Rates of gender-based violence in Papua New Guinea are some of the highest in the world. Through this membership, St Barbara, as the only Mining Company, participated in the 2016 Gender Smart Safety Project Pilot. This project aims to assist organisations to develop robust and sustainable gender-smart safety management and practices. Part of the project incorporated identifying a Gender Smart Taskforce who were selected from our employees. These employees attended intensive training on how to develop and use gender-smart safety tools. Once the tools were developed, we conducted our first gender-smart safety audit in 2016, which incorporated focus group meetings with women

on site, one-on-one interviews and an audit of the site safety procedures to identify and mitigate risks to women working on site. This audit has been conducted each year since 2016 and the 2018 audit incorporated consultation with a wider group of women on views of safety. A report has been compiled and provided to the Executive with the results compared with the 2016 and 2017 audit.

In 2018, we developed and conducted the first gender safety audit for our Australian Operations. The first audit took place in September 2018 involving all female employees and contractors through an anonymous survey, focus group discussions, leader interviews and risk assessments at our Leonora Operations covering site operations, underground, camp facilities and the local community.

St Barbara's parental leave provisions for the primary carer includes 18 weeks full pay and generous return to work incentives including superannuation and leave provisions. In 2019, we removed the 12 month service eligibility requirement and have proposed to increase the secondary carer leave provisions from 5 days to 2 weeks and allow the primary carer leave of 18 weeks to be taken within the first year of the child's life, encouraging more males to consider the role of primary carer. According to benchmark data, these provisions are well above what our peers in the resources industry are providing.

As part of our Recruitment System, we review all role descriptions to ensure there is no gender-specific language; there is a requirement for gender balanced candidate short-lists and all approvals to appoint must detail the changes to the Company's gender composition and overall pay gap. The Company also utilises a tool on LinkedIn, which enables us to be proactive in reaching out to talented females.

Talent Pooling – In early 2018, we reviewed our talent sourcing and implemented LiveHire, an innovative talent community platform designed to 'deliver talent on demand'. LiveHire allows companies to set up talent communities and invite their current employees and existing talent pools to join the online community. The company is able to identify, search and connect directly with community members. Our Talent Community currently has over 12,600 members. We have also engaged external parties to develop female talent pools with a particular focus on our operational and hard to fill roles.

The annual Calibration process for performance reviews and talent identification includes a session for leaders on 'unconscious bias' to eliminate bias and ensure fairness and equity.

We have designed, developed and implemented Company-wide Leadership Development Programs across all levels including Frontline Supervisor, Superintendent, Manager and Senior Leader Programs. These programs aim to encourage equal opportunity for females and males in the Company to build their capability and to have the knowledge and skills to be effective leaders at all levels. All programs include representatives from the Company's high potential talent with a gender target of 25% female participation to ensure a diverse talent pipeline.

We have designed and implemented our own internal Mentoring Program with the mandate of 'developing our people by our people' encouraging females and males to be mentored and to mentor others with the aim of building capability and strong relationships across the Company.

St Barbara has a Women's Internal Network (WIN). This was introduced in early 2017 and aims to provide a safe and supportive forum for women to discuss relevant topics of interest, share ideas and challenges and ask questions. WIN is sponsored by the MD & CEO Bob Vassie and our aim is to conduct bi-monthly meetings via videoconference where women from across all sites and offices come together to discuss topics of interest.

We conduct bi-annual analysis of exit interviews and this Exit Report is provided to the Executive Leadership Team with the aim of identifying any trends for people leaving the organisation. This report includes specific gender analysis of the exit data.

Each year the Company's Diversity Policy is reviewed. This year the policy was updated to incorporate inclusion with diversity with a clear statement of commitment - 'The Company is committed to promoting an inclusive culture where fairness and equity leverages the unique skills and abilities of every employee, no matter their background or beliefs, including the recruitment of employees and board members from a diverse pool of qualified candidates – a climate in which respect, equity and positive recognition of differences are appreciated'.

The Diversity and Inclusion Policy was also updated to include specific roles and responsibilities for diversity and inclusion covering the Board, Executive, leaders and all employees.

The Company's Procurement Policy shows our commitment to an inclusive and diverse workforce and our intention to partner with likeminded suppliers. The Policy was updated to include the following paragraph:

"St Barbara recognises that an inclusive and diverse workforce supports a high performance culture and is actively seeking to enhance the diversity of the workforce and suppliers St Barbara partners with. St Barbara is committed to achieving adequate representation of women throughout its workforce. As such, in assessing potential suppliers, consideration will be given to suppliers who value gender diversity".



The Company conducts an annual company-wide Employee Engagement Survey to collect anonymous feedback including our employee's perception of the Company's focus on gender diversity, flexible work and an environment free from gender based harassment.

We are active sponsors of a number of programs and initiatives supporting gender diversity including Platinum Sponsor of 'Get Into Resources', Silver Sponsor of the Rotary International Perth Science and Engineering Challenge, Sponsor of the AMMA Bright Future STEM Program, Silver Sponsor of the CME WA Women In Resources Awards, Women in Mining WA Summit, Perth Sponsor for the WGEA 5 year Data Launch, WASM Wallabies and also Gold Sponsor of the Women in Mining Victoria Network.

St Barbara has Company membership with the Diversity Council of Australia, which provides access to research, articles and events in relation to diversity.

## 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 22.9% females and 77.1% males.

#### Promotions

2. 66.7% of employees awarded promotions were women and 33.3% were men
  - i. 66.7% of all manager promotions were awarded to women
  - ii. 0.0% of all non-manager promotions were awarded to women.
3. 4.9% of your workforce was part-time and 22.2% of promotions were awarded to part-time employees.

#### Resignations

4. 21.6% of employees who resigned were women and 78.4% were men
  - i. 33.3% of all managers who resigned were women
  - ii. 17.9% of all non-managers who resigned were women.
5. 4.9% of your workforce was part-time and 2.7% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A - managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A - non-managers who utilised parental leave and ceased employment before returning to work were women.

## Notification and access

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### List of employee organisations:

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## CEO sign off confirmation

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Name of CEO or equivalent:

Bob Vassie

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Confirmation CEO has signed the report:

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CEO signature:

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Date:

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