



Date Created: 20-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

IRBR PTY LTD 31644553819

Fmg Personnel Services Pty Ltd 35159057646

Fortescue Metals Group Ltd 57002594872

Pilbara Mining Alliance Pty Ltd 51120024946

The Pilbara Infrastructure Pty Ltd 52103096340

Fmg loc Pty Ltd 54153849426

Fmg Training Pty Ltd 93158710395

Csrp Pty Ltd 66146577737

W HUB PTY LTD 41644553800

# #Workplace Overview

## Policies and Strategies

- 1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?**
  - Recruitment:** Yes  
Policy; Strategy
  - Retention:** Yes  
Policy; Strategy
  - Performance management processes:** Yes  
Policy; Strategy
  - Promotions:** Yes.  
Policy; Strategy
  - Talent identification/identification of high potentials:** Yes Strategy
  - Succession planning:** Yes  
Strategy
  - Training and development:** Yes  
Policy; Strategy
  - Key performance indicators for managers relating to gender equality:** Yes Strategy
- 2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?**  
Yes Strategy
- 4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

# Governing Bodies

**Organisation:** Fortescue Metals Group Ltd

**1.Name of the governing body:** Fortescue Metals Group Ltd

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 5	<b>Male (M)</b> 2	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Other value:**

**Organisation:** Fmg Personnel Services Pty Ltd

**1.Name of the governing body:** Fmg Personnel Services Pty Ltd

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 5	<b>Male (M)</b> 2	<b>Non-Binary</b> 0

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**6.2 Year of target to be reached:**

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**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Other value:**

**Organisation:** Fmg loc Pty Ltd

**1.Name of the governing body:** Fmg loc Pty Ltd

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 5	<b>Male (M)</b> 2	<b>Non-Binary</b> 0

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**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Other value:**

**Organisation:** Pilbara Mining Alliance Pty Ltd

**1. Name of the governing body:** Pilbara Mining Alliance Pty Ltd

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>

5	2	0
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**4. Formal section policy and/or strategy: Yes**

Selected value: Strategy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value: Not a priority

Other value:

**Organisation:** The Pilbara Infrastructure Pty Ltd

**1. Name of the governing body:** The Pilbara Infrastructure Pty Ltd

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
<b>Member</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	5	2	0

**4. Formal section policy and/or strategy: Yes**

Selected value: Strategy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Other value:**

**Organisation:** Fmg Training Pty Ltd

**1.Name of the governing body:** Fmg Training Pty Ltd

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
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**6.2 Year of target to be reached:**



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**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Other value:**

**Organisation:** Csrp Pty Ltd

**1.Name of the governing body:** Csrp Pty Ltd

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
<b>Member</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	5	2	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**6. Target set to increase the representation of women:** No

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**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Other value:**

**Organisation:** IRBR PTY LTD

**1.Name of the governing body:** IRBR PTY LTD

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
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**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Other value:**

**Organisation:** W HUB PTY LTD

**1.Name of the governing body:** W HUB PTY LTD

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
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**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not a priority

**Other value:**

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

# #Action on gender equality

## Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Strategy

- 1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

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 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

2. What was the snapshot date used for your Workplace Profile?

31/03/2023

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

## Employer action on pay equality

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

Yes

- 1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

- 1.2 Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Identified cause/s of the gaps; Corrected like-for-like gaps

- 1.3 What type of gender remuneration gap analysis has been undertaken?

Date Created: 20-06-2023

A like-for-like gap analysis; A by-level gap analysis; An overall organisation-wide gender pay gap

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

- 1.1 How did you consult employees?

Survey

- 1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Yes

Date:29/08/2022

Shareholder:

Yes

Date:29/08/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Don't know

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

# Flexible Working

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

Yes

Policy; Strategy

### 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

**A business case for flexibility has been established and endorsed at the leadership level**

Yes

**The organisation's approach to flexibility is integrated into client conversations**

Yes

**Employees are surveyed on whether they have sufficient flexibility**

Yes

**Employee training is provided throughout the organisation**

No

Not aware of the need

**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

No

Not aware of the need

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Not aware of the need

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

Not aware of the need

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

Yes

**Leaders are held accountable for improving workplace flexibility**

No

Not aware of the need

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

Not aware of the need

**Targets have been set for men's engagement in flexible work**

No

Not aware of the need

**Team-based training is provided throughout the organisation**

No

Not aware of the need

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** No

Other

**Other:**

**Flexible hours of work:** Yes

SAME options for women and men Informal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave: Yes**

SAME options for women and men Formal options are available

**Remote working/working from home: Yes**

SAME options for women and men

**Time-in-lieu: Yes**

SAME options for women and men

Informal options are available

**Unpaid leave: Yes**

SAME options for women and men Formal options are available

**3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

**7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

# #Employee Support

## Paid Parental leave

**1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

**1.1. Please indicate whether your employer-funded paid parental leave covers:**

Birth; Adoption; Surrogacy; Stillbirth

**1.2. How do you pay employer-funded paid parental leave to your carers, regardless of primary/secondary status?**

Paying the employee's full salary

**1.3. Do you pay superannuation contribution to your carers while they are on parental leave?**

Yes, on employer funded parental leave

**1.4. How many weeks of employer-funded paid parental leave for carers is provided?**

16



- 1.5. What proportion of your total workforce has access to employer-funded paid parental leave, including casuals?**  
71-80%
- 1.6. Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded parental leave?**  
Yes
- 1.6.1 How long is the qualifying period (in months)?**  
12
- 1.7. Do you require carers to take employer-funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**  
Yes  
within 12 months

**2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

## Support for carers

- 1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**  
Yes  
Policy; Strategy
- 2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**
- 2.1. Employer subsidised childcare**  
No
- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**  
No  
Not aware of the need
- 2.3. Breastfeeding facilities**  
Yes  
Available at ALL worksites
- 2.4. Childcare referral services**  
Yes  
Available at ALL worksites
- 2.5. Coaching for employees on returning to work from parental leave**  
Yes

Available at ALL worksites

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

**2.8. Information packs for new parents and/or those with elder care responsibilities**

No

**2.9. Parenting workshops targeting fathers**

No

**2.10. Parenting workshops targeting mothers**

No

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

No

**2.13. On-site childcare**

Yes

Available at SOME worksites

**2.14. Other details: No**

**3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

## **Sexual harassment, harassment on the grounds of sex or discrimination**

**1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy; Strategy

**1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

Yes

**2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

**All Managers:**

Yes

At induction

More often than annually

Varies across business units

**9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

## Family or domestic violence

**1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

Yes

Policy; Strategy

**2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

Date Created: 20-06-2023

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

No

Other

**Provide Details:**

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

Yes

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**How many days are provided?**

10

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**How many days are provided?** 10

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Other

**Provide Details:**

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Other:** No

**Provide Details:**

- 1. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**