



# 2014-15 public report form submitted by Mount Gibson Iron Limited to the Workplace Gender Equality Agency

### Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Mount Gibson Iron Limited 87008670817 0801 Iron Ore Mining
Organisation details	Trading name/s ASX code (if relevant)	MGX
	Postal address	PO BOX 55 WEST PERTH WA 6872 AUSTRALIA
	Organisation phone number	(08) 9426 7500
Reporting structure	Ultimate parent Number of employees covered in this report submission	Mount Gibson Iron Limited 275
	Other organisations reported on in this report	Koolan Iron Ore Pty Ltd Mount Gibson Mining Limited Geraldton Bulk Handling Pty Ltd





#### Workplace profile Manager

Manaca cooper.or calegones	. anorting level to C.50	Employmen' Evans	lio of amployees			
in a notable (a) confidences	a storal green week.		177	M	Total employee	
		Fulf-time permanent	0	1	1	
		Full-time contract	0	0	. 0	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Cașual	0	0	0	
		Full-time permanent	0	3	3	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0		
		Casual	0	0	U	
•		Full-time permanent	0	1 (		
		Full-time contract	0	0	0	
	-1	Part-time permanent	0	0	9	
		Part-time contract	0	0	0	
Other executives/General managers		Casual	0	0	9	
Other executives/General managers		Full-time permanent	0	2	2	
		Full-time contract	0	0	G	
	-2	Part-time permanent	0	0	Ò	
		Part-time contract	0	0	0	
		Casual	0	Ö	(a	
		Full-time permanent	3	3	6	
		Full-time contract	0	0	0	
Senior Managers	-2	Part-time permanent	0	0 (	0	
		Part-time contract	0	0	0	
		Casual	0	o l	0	
		Full-time permanent	1	1	2	
		Full-time contract	0	0	ú	
	-2	Part-time permanent	0	0	0	
		Part-time contract	0	0	1	
246		Casual	0	0	0	
Other managers		Full-time permanent	1	В	9	
		Full-time contract	0	0		
	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0		
		Casual	0	0	0	



Date submitted: Unique report number: spwm9v8uoe

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the standing to the tent of the standing of th	Maparing lead to cer	CENTRE PART OF A		M	Total smpley sea	
		Full-time permanent	0	1		
		Full-time contract	0	0	Ù	
	-4	Part-time permanent	0	0	O	
		Part-time contract	0	0	0	
		Casual	0	0	0	
d total: all managers		20	26			





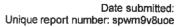
#### Non-manager

Not-trunger secure for	Employment Fights		evoluting gradunias and	ile a granuates (if		il-s of apprendess (ii		ίο.
CE STORY	*ianus	عداك بالحداد			M.		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	employ-e
	Full-time permanent	12	38	0	1	0	0	31
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	0	0	0	0	0	0	ü
	Part-time contract	0	0	0	0	0	0	a
	Casual	0	2	0	0		0	1
	Full-time permanent	5	100	0	0	0	0	103
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	30
	Part-time contract	0	0	0	0	D	0	ů
_	Casual	0	1	0	0	0	0	1
	Full-time permanent	4	2	0	0	0	0	н
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	11	0	0	0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0	1
	Full-time permanent	12	3	0	0	0	0	15
	Full-time contract	0	0	0	0	0	. 0	D
Clerical and administrative	Part-time permanent	0	0	0	0	0	0	9
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	والمراجع
	Full-time permanent	0	0	0	D	0	0	C
Sales	Full-time contract	0	0	0	0	0	0	2
	Part-time permanent	0	0	0	0	0	0	3





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Cape 1PT	السوادة بالمسوا	بالترابانات سنجيب		F	M.	اعتن إجائزا	М	arribioves
	Part-time contract	0	0	0	0	D	0	0
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	9	59	0	0	0	0	-36
	Full-time contract	0	0	0	0	0	0	V
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	a
	Casual	0	0	0	0	0	0	t <sub>I</sub>
	Full-time permanent	0	0	0	0	0	0	0
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abourers	Part-time permanent	0	0	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	D
	Casual	0	0	0	0	0	0	e
	Full-time permanent	0	0	0	0	0	0	G
	Full-time contract	. 0	0	0	0	0	0	. D
Part-time	o	0	)					
	Part-time contract	0	0	0	0	0	0	9
	Casual	0	0	0	0	0	٥	Ú
Grand total: all non-managers		44	205	1	1000	G	0	250



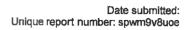




# Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note	e: Additional help can be accessed by hovering your cursor over question text.
1 SUF	Do you have formal policies or formal strategies in place that SPECIFICALLY PPORT GENDER EQUALITY in relation to:
1.1 \( \)	Recruitment?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
	No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
	Retention?  'es (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
	lo lo, currently under development lo, insufficient human resources staff lo, don't have expertise lo, not a priority
	Performance management processes?  les (you can select policy and/or strategy options)  Standalone policy  Policy is contained within another policy  Standalone strategy  Strategy is contained within another strategy
	lo, currently under development lo, insufficient human resources staff lo, don't have expertise lo, not a priority
	Promotions? es (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
	o o, currently under development o, insufficient human resources staff o, don't have expertise o, not a priority







1.5 Talent identification/identification of high potentials?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No	
No, currently under development     No, insufficient human resources staff     No, don't have expertise     No, not a priority	
1.6 Succession planning?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No	
No, currently under development  No, insufficient human resources staff  No, don't have expertise  No, not a priority	
1.7 Training and development?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy	
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>	
1.8 Resignations?  ☐ Yes (you can select policy and/or strategy options)  ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy	
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority	
1.9 Key performance indicators for managers relating to gender equality?  Yes (you can select policy and/or strategy options)  Standalone policy  Policy is contained within another policy  Standalone strategy	
☐ Strategy is contained within another strategy  ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority	





1.10 Gender equality overall?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:
Gender equality indicator 2: Gender composition of governing bodies
<ul> <li>Does your organisation, or any organisation you are reporting on, have a governing body/board?</li> <li>☑ Yes</li> <li>☐ No</li> </ul>
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place include what percentage target has been set relating to the representation of women, and the year the target is to be reached.
IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the ' Year to be reached' column.
Gender and Gender and Talleton by

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Сіґдинняйа»		Settler and NUMBER INGT percontage) of Characterisons		MUMIUM techniq entice	SEP GOOD ER INOT Uniquiscus Uniqu	"s buget for representation of wirming on each board	Year tabe reached	
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1	Mt Gibson Iron Limited	0	1	0	5	16.7	2016	
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3								
4								





	Organization	NUMBER AND ANAMER (NOT INSTEAD OF COMMERCE		*L begat for transport fillion of woman on seem brand	Very to be	
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any organisation lis tick the box confirm Yes, the data pro	ted as ha ing this is ovided in	aving a go s an accu question	overning b rate NUM 2.1 reflect	ody/board BER, and t numbers	in the table in que NOT a PERCENT not percentages.	ΓAGE.			
women has not bee  Governing body Currently under Insufficient huma Don't have expe	2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below:  Governing body has gender balance (e.g. 40% women/40% men/20% either)  Currently under development Insufficient human resources staff Don't have expertise  Do not have control over board appointments (provide details why):								
☐ Not a priority ☐ Other (provide d	etails):								
body/board member  ⊠ Yes  Standald  □ Policy is	rs for ALI one policy contains	L organisa / ed within a		ered in this	election strategy for s report?	or governing			
			n another	strategy					
<ul> <li>No</li> <li>No, in place for some governing bodies</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, do not have control over board appointments (provide details why):</li> </ul>									
☐ No, don't have ex☐ No, not a priority☐ No, other (provid	•	<b>)</b> :							
2.4 Partnership incorporated entity (					question if your or ps, please enter t				

2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.

Composition in question 2.1.			
	Application in the second	Part In-	
Equity partners who ARE key management personnel (KMPs) (excluding your managing			





	Fills:	Pjiii.	9 US-	FINE-
partner)	lemate.	Hernald	T SIL	male
Equity partners who are NOT key management personnel (KMPs)	_			

2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
3 Do you have a formal policy or strategy on remuneration generally?
<ul> <li>✓ Standalone policy</li> <li>✓ Policy is contained within another policy</li> </ul>
☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
No, currently under development  No, insufficient human resources staff  No, included in workplace agreement
<ul> <li>No, don't have expertise</li> <li>No, salaries set by awards or industrial agreements</li> <li>No, non-award employees paid market rate</li> </ul>
☐ No, not a priority ☐ No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy?
☐ Yes (provide details in questions 3.2 and/or 3.3 below) ☐ No
☐ No, currently under development ☐ No, insufficient human resources staff
☐ No, don't have expertise ☐ No, salaries set by awards or industrial agreements
<ul> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
<ul> <li>Has a gender remuneration gap analysis been undertaken?</li> <li>Yes. When was the most recent gender remuneration gap analysis undertaken?</li> <li>Within last 12 months</li> <li>Within last 1-2 years</li> </ul>
☐ More than 2 years ago but less than 4 years ago ☐ Other (provide details):
☐ No ☑ No, currently under development
<ul> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> </ul>
No, 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)





<ul> <li>No, 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)</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>					
4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:					
Gender equality indica caring responsibilities	ator 4: Flexible worl	king and supp	ort for employees wit	h family and	
addition to any govern Yes No No, currently being No, insufficient hur No, government so No, don't know how No, not a priority	addition to any government funded parental leave scheme for primary carers?  Yes  No No, currently being considered  No, insufficient human resources staff  No, government scheme is sufficient  No, don't know how to implement				
Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?  Yes, one week or greater  Yes, less than one week  No No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):					
7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?					
Managers	0	0	0	0	
Non-managers	1	0	0	0	
8 What proportion of your total workforce has access to employer funded paid parental leave?					
Pilline	O O O			- TOTAL	
%	<del></del> _				
9 Do you have a formal policy or formal strategy on flexible working arrangements?  ☐ Yes ☐ Standalone policy					







<ul> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>	
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> <li>No, don't offer flexible arrangements</li> <li>No, not a priority</li> </ul>	
No, other (provide details):	
10 Do you have a formal policy or formal strategy to support employees with family accaring responsibilities?  ☐ Yes	nd
<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>	
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> </ul>	
<ul> <li>No, don't offer flexible arrangements</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>	
Do you have any non-leave based measures to support employees with family and caring responsibilities?  ☐ Yes ☐ No	ď
No, currently under development No, insufficient human resources staff	
☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):	
12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?  Yes	
☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy	
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, not aware of the need</li> <li>No, don't have expertise</li> </ul>	
<ul><li>☐ No, not a priority</li><li>☐ No, other (provide details):</li></ul>	

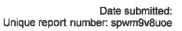
Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence?







<ul> <li>✓ Yes - please indicate the type of measures in place (more than one option can be selected):</li> <li>✓ Employee assistance program</li> <li>✓ Access to leave</li> <li>☐ Training of human resources (or other) staff</li> <li>☐ Referral to support services</li> </ul>								
☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, not aware of the need ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):								
14 Please t conditions or pra indicates that a p	ictices are	available t	o your em	iployees (p	lease note		cking a bo	
	Fig	TID-0	N.		Top	THEFT	N.	
Flexible hours of work	Formal		(FSORTHAL)		Estanii		ESTITUIT	
Compressed working weeks								
Time-in-lieu		$\boxtimes$						
Telecommuting								
Part-time work	M				$\boxtimes$			
Job sharing								
Carer's leave								
Purchased leave								
Unpaid leave								
<ul> <li>14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:</li> <li>14.2 Where employment terms, conditions or practices are not available to your</li> </ul>								
employees for any of the categories listed above, you may specify why below:  Currently under development  Insufficient human resources staff  Don't have expertise  Not a priority  Other (provide details):								
14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below:								







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

15 workpia ☐ Yes ⊠ No	
☐ No,	not needed (provide details why):
☐ No, ☐ No,	insufficient human resources staff don't have expertise not a priority other (provide details):
15.3 Gender	Should you wish to provide additional information on any of your responses under equality indicator 5, please do so below:
Gender	equality indicator 6: Sex-based harassment and discrimination
16 discrimi ⊠ Yes	Do you have a formal policy or formal strategy on sex-based harassment and ination prevention?
□No	Strategy is contained within another strategy
	currently under development insufficient human resources staff
☐ No, i	included in workplace agreement
No,	don't have expertise not a priority
∐ No, ≀	other (provide details):
⊠ Yes	Do you include a grievance process in any sex-based harassment and discrimination ion policy or strategy?
No No, ∈	currently under development
	nsufficient human resources staff don't have expertise
No, ı	not a priority
! No, (	other (provide details):
	Does your workplace provide training for all managers on sex-based harassment and nation prevention?
🛛 Yes	- please indicate how often this training is provided ('At induction' AND one of the tions can be selected):
	☐ At induction ☐ At least annually
	Every one-to-two years
	☐ Every three years or more ☐ Varies across business units



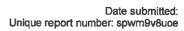




Other (provide details):	
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>	
17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:	
Other	
Should you wish to provide details of any initiatives that you fee! are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)  Outstanding Woman Award to coincide with International Woman's Day each year.	,

Employees nominate outstanding women within the company and the female are recognised throughout the business. The winner receives the opportunity to participate in the Women in Mining Mentoring Program and the company donates \$200 to a charity of the winners choice. Other selected nominees are also eligible to participate in the Women in Mining Mentoring

Program and all are invited to attend the Women in Mining annual seminar.







# CEO sign off confirmation

Name of CEO or equivalent	Jim Beyer
Confirmation CEO has signed the report	Yes
CEO Signature:	Date:
oco organizato.	







### Notification and access

List of employee organisations		
CEO sig	n off confirmation	
Name of CEO or e	equivalent	
Confirmation CEC	O has signed the report	Yes
CEO Signature:	J: 3-	Date:

Submitted to WGEA by Linda Reilly on