





## 2014-15 public report form submitted by Burson Automotive Pty Ltd to the Workplace Gender Equality Agency

### Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Burson Automotive Pty Ltd 82006613378 3504 Motor Vehicle New Parts Wholesaling
Organisation details	Trading name/s ASX code (if relevant)	Burson Auto Parts
	Postal address	61 Gower Street PRESTON VIC 3072 Australia
	Organisation phone number	(03) 9914 5555
Reporting structure	Ultimate parent Number of employees covered in this report submission Other organisations reported on in this report	Burson Group Limited 1,607





# Workplace profile Manager

Manager ecounational actogories	Departing level to CEO Employment etc		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-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	
		Casual	0	0	0	
		Full-time permanent	0	6	6	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	13	13	
		Full-time contract	0	0	0	
Other executives/General managers	-2	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	5	131	136	
		Full-time contract	0	0	0	
Senior Managers	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	4	4	8	
		Full-time contract	0	0	0	
Other managers	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers	_	_	9	155	164	





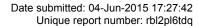
#### Non-manager

Non-manager occupational	Employment		ccluding graduates and No. entices)		No. of graduates (if applicable)		No. of apprentices (if applicable)	
categories	status	F	М	F	М	F	М	employees
Professionals	Full-time permanent	0	5	0	0	0	0	5
	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
categories rofessionals echnicians and trade ommunity and personal ervice	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	17	0	0	0	0	17
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	2	0	0	0	0	2
	Full-time permanent	0	0	0	0	0	0	0
	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	0	0	0	0	0	0	0
	Full-time permanent	21	2	0	0	0	0	23
	Full-time contract	2	0	0	0	0	0	2
Clerical and administrative	Part-time permanent	5	0	0	0	0	0	5
Technicians and trade  Community and personal service	Part-time contract	0	0	0	0	0	0	0
	Casual	8	4	0	0	0	0	12
	Full-time permanent	75	552	0	0	0	0	627
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	6	3	0	0	0	0	9





Non-manager occupational categories	Employment status			No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Categories		No. of employees (excluding graduates and apprentices)  F	M	F	M	F	М	employees
	Part-time contract	1	0	0	0	0	0	1
	Casual	23	43	0	0	0	0	66
	Full-time permanent	194	169	0	0	0	0	363
	Full-time contract	5	4	0	0	0	0	9
Machinery operators and drivers	Part-time permanent	13	6	0	0	0	0	19
	Part-time contract	1	0	0	0	0	0	1
	Casual	114	101	0	0	0	0	215
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	2	0	0	0	0	2
	Full-time permanent	5	59	0	0	0	0	64
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers	·	473	970	0	0	0	0	1,443







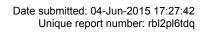
### Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
 1.1 Recruitment?

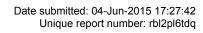
1.1 Recruitment?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No	
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority	
1.2 Retention?  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>	
1.3 Performance management processes?  ☐ 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>	
1.4 Promotions?  ☐ 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	







1.5 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
<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>
1.6 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
<ul> <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>
1.7 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 ☐ No
<ul> <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
<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>
1.9 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
<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>







	Yes (you can se  Standale Policy is Standale Strategy No No, currently un	s contained within a cone strategy is contained with der development numan resources sexpertise	another policy in another strategy		
Bur	port gender equ son has non dis	iality that may be i criminatory policie	her formal policies on place: s, including diversity s and development o	, that support ger	
Bur don	nder equality ind son provides au ninated workford	licator 1, please do itomotive parts to r ce. However by pro	dditional information o so below: mechanical worksho oviding an engaging mately 30% women.	ps which has a tra	aditionally male
Ger	nder equality ind	licator 2: Gender o	composition of gover	ning bodies	
	y/board? Yes	organisation, or ar	ny organisation you a	are reporting on, h	nave a governing
con	erning bodies/baposition (in num	oards you are repo nbers, not percent ntage target has b	low. List the names orting. For each orga ages) of that govern een set relating to th	nisation, enter the ing body/board; a	e gender nd where in place,
ente set colu fron	er the gender co for that particula imn and leave the	omposition NUMBE ar governing body/ he 'Year to be read	isation name has be ERS of that governin board, please enter ched' column blank. and a date in the forn	g body/board. If n the number 0 in th Otherwise, please	o target has been ne '% Target' e enter a number
	Organisation	Gender and NUMBER (NOT percentage) of chairperson/s	Gender and NUMBER (NOT percentage) of other board members	% target for representation of women on each board	Year to be reached
	name			(enter a	(in YYYY format; if no

	Organisation	NUMBER (NOT percentage) of chairperson/s		NUMBER (NOT percentage) of other board members		percentage) of ge) of other board		% target for representation of women on each board	Year to be reached
	name					(enter a	(in YYYY		
		F	M	F	M	percentage number from 0-100)	format; if no target has been set, leave blank)		
1	Burson Group	0	1	1	2	25	2014		
2									
3									





	Organisation name	Gender and NUMBER (NOT percentage) of chairperson/s		NUMBER (NOT percentage) of other board		% target for representation of women on each board	Year to be reached	
	Hame	F	М	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)	
4								
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	Organisation	NUN (N percen	er and /IBER OT tage) of erson/s	Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached	
name		F	M	F M		(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)	
28								
29								
30								

2.1a If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE.  Yes, the data provided in question 2.1 reflect numbers not percentages.
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 details):
2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report?    Yes   Yes
<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, 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>
<ul><li>No, don't have expertise</li><li>No, not a priority</li><li>No, other (provide details):</li></ul>

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.



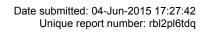


	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

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
<ul><li>3 Do you have a formal policy or strategy on remuneration generally?</li><li>☐ Yes</li></ul>
Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No
<ul> <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, salaries set by awards or industrial agreements</li> <li>No, non-award employees paid market rate</li> <li>No, not a priority</li> </ul>
No, other (provide details):  Burson has a mix of award employees and non award set by market rates
4 Has a gender remuneration gap analysis been undertaken?  Yes. When was the most recent gender remuneration gap analysis undertaken?  Within last 12 months  Within last 1-2 years  More than 2 years ago but less than 4 years ago  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, 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)</li> <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:

Most Burson employees are paid under awards or industrial agreements. Market related adjustments are paid to other employees

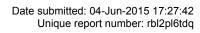






Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

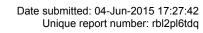
5 Do you provid addition to any govern ☐ Yes ☐ No			leave for PRIMARY ( me for primary carers	
No, currently being				
<ul><li>No, insufficient nur</li><li>No, government so</li></ul>	nan resources staff heme is sufficient			
<ul><li>No, don't know how</li><li>No, not a priority</li></ul>	v to implement			
No, other (provide	details):			
6 Do you provid addition to any govern			leave for SECONDAI	
Yes, one week or g	reater	ai icave scrie	The for secondary car	C13:
☐ Yes, less than one ☐ No	week			
No, currently being	considered nan resources staff			
No, government so	heme is sufficient			
<ul><li>No, don't know how</li><li>No, not a priority</li></ul>	v to implement			
No, other (provide	details):			
7 How many fer utilised parental leave			nale and male non-m ast reporting period?	
aou paromar iouro	Primary carer	's leave	Secondary car	er's leave
	Female 0	Male 0	Female 0	Male 0
Managers		0	0	
Non-managers	5	0	0	0
	on of your total work	force has acc	ess to employer fund	ded paid parental
leave? Prima	ry carer's leave		Secondary carer's	leave
%	0		0	
⊠ Yes		rmal strategy o	on flexible working ar	rangements?
<ul><li>✓ Yes</li><li>☐ Standalone</li><li>☐ Policy is compared to the compar</li></ul>	e policy ontained within anotl		on flexible working ar	rangements?
<ul><li>✓ Yes</li><li>☐ Standalone</li><li>☐ Policy is co</li><li>☐ Standalone</li></ul>	e policy ontained within anotle e strategy	her policy	•	rangements?
<ul><li>Yes</li><li>☐ Standalone</li><li>☐ Policy is co</li><li>☐ Standalone</li><li>☑ Strategy is</li><li>☐ No</li></ul>	e policy ontained within anotle e strategy contained within an	her policy	•	rangements?
	e policy ontained within anotle e strategy contained within an	her policy	•	rangements?
Yes  ☐ Standalone ☐ Policy is co ☐ Standalone ☐ Strategy is ☐ No ☐ No, currently under ☐ No, insufficient hur ☐ No, included in wor	e policy ontained within anothe strategy contained within another development nan resources staff rkplace agreement	her policy	•	rangements?
	e policy ontained within anothe strategy contained within and development nan resources staff rkplace agreement ertise	her policy	•	rangements?
Yes  ☐ Standalone ☐ Policy is co ☐ Standalone ☐ Strategy is ☐ No ☐ No, currently under ☐ No, insufficient hun ☐ No, included in wor ☐ No, don't have exp	e policy entained within anothe e strategy contained within and development nan resources staff kplace agreement ertise ble arrangements	her policy	•	rangements?







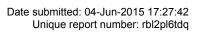
caring responsibilities?
⊠ Yes
<ul><li>☐ Standalone policy</li><li>☐ Policy is contained within another policy</li><li>☐ Standalone strategy</li></ul>
Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> </ul>
No, included in workplace agreement
<ul><li>No, don't have expertise</li><li>No, don't offer flexible arrangements</li></ul>
No, not a priority
No, other (provide details):
Do you have any non-leave based measures to support employees with family and caring responsibilities?  ☐ Yes ☐ No
☐ No, currently under development
<ul><li>No, insufficient human resources staff</li><li>No, don't have expertise</li></ul>
☐ No, not a priority
No, other (provide details):
11.1 To understand where these measures are available, do you have other worksites in addition to your head office?  ☑ Yes ☐ No
11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'):  Employer subsidised childcare
Head office only
<ul><li>☐ Other worksites only</li><li>☐ Head office and some other worksites</li></ul>
All worksites including head office
On-site childcare
<ul><li>☐ Head office only</li><li>☐ Other worksites only</li></ul>
Head office and some other worksites
☐ All worksites including head office
☐ Breastfeeding facilities ☐ Head office only
☐ Other worksites only
☐ Head office and some other worksites
☐ All worksites including head office ☐ Childcare referral services
Head office only
Other worksites only
☐ Head office and some other worksites
☐ All worksites including head office ☐ Internal support network for parents
Head office only
Other worksites only







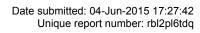
☐ All worksites including head office
Return to work bonus
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
Information packs to support new parents and/or those with elder care responsibilities
Head office only
Other worksites only
☐ Head office and some other worksites
☐ All worksites including head office
Referral services to support employees with family and/or caring responsibilities
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
☑ Targeted communication mechanisms, for example intranet/forums
☐ Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
None of the above, please complete question 11.3 below
11.3 Please provide details of any other non-leave based measures that are in place and
at which worksites they are available:
Burson has flexible working arrangements such as job sharing, staggered starting and
finishing times and part time work to accommodate carer responsibilities, within the scope of
business operations.
Substitution of the substi
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
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, not aware of the need
□ No, don't have expertise
No, not a priority
No, other (provide details):
. No, caller (provide detaile).
Other than a policy or strategy, do you have any measures to support employees who
are experiencing family or domestic violence?
oxtimes Yes - please indicate the type of measures in place (more than one option can be
selected):
<u> </u>
IVI EHIDIOACE assistance diodiani
Access to leave
<ul><li>☐ Access to leave</li><li>☐ Training of human resources (or other) staff</li></ul>
<ul> <li>☐ Access to leave</li> <li>☐ Training of human resources (or other) staff</li> <li>☐ Referral to support services</li> </ul>
<ul><li>☐ Access to leave</li><li>☐ Training of human resources (or other) staff</li></ul>
<ul> <li>☐ Access to leave</li> <li>☐ Training of human resources (or other) staff</li> <li>☐ Referral to support services</li> </ul>
<ul> <li>☐ Access to leave</li> <li>☐ Training of human resources (or other) staff</li> <li>☐ Referral to support services</li> </ul>
<ul> <li>☐ Access to leave</li> <li>☐ Training of human resources (or other) staff</li> <li>☐ Referral to support services</li> <li>☐ Other (provide details):</li> </ul>







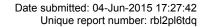
<ul> <li>No, not aware of the need</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>								
Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):								
,		Mana	agers			Non-ma	anagers	ala
	Formal	male Informal	Formal	ale Informal	Formal	male Informal	Formal	ale Informa
Flexible hours of work								
Compressed working weeks								
Time-in-lieu								
Telecommuting								
Part-time work								
Job sharing								
Carer's leave								
Purchased leave								
Unpaid leave								
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:  Burson has a formal consultative program involving all employees at all levels, which encourages employees to discuss all workplace issues, including flexibility and personal commitments that require changes in hours or work structure.  14.2 Where employment terms, conditions or practices are not available to your 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: Burson recognises the need of employees for flexibility within business operations, in meeting commitments. It provides programmed opportunities to address these issues with managers.  Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace								
Have you consulted with employees on issues concerning gender equality in your workplace?  ☐ Yes ☐ No								







No, not needed (provide details why):
<ul> <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>
15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)?  Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): Personal consultation with all employees
15.2 What categories of employees 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 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below: Burson maintains a program where each employee is consulted each month about work related issues, including gender related issues. Burson conducts an employee engagement survey of all employees.
Gender equality indicator 6: Sex-based harassment and discrimination
16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention?  ☑ Yes  ☐ Standalone policy
Policy is contained within another policy  Standalone strategy  Strategy is contained within another strategy
No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy?  ☑ Yes □ No







<ul> <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 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?  ☑ Yes - please indicate how often this training is provided ('At induction' AND one of the other options 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): At induction and at least annually
<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>

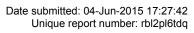
17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:

Discrimination and/or harassment guidelines and training forms part of Burson's human resources strategy, the policy is regularly circulated throughout the company for consultation with employees.

#### Other

18 Should you wish to provide details of any initiatives that you feel 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.)

Burson is a supplier of automotive parts and equipment to mechanical workshops, the industry traditionally has a male dominated workforce. Burson provides workplace flexibility to meet family and caring commitments, within the business operation. Workshops and training is regularly held to promote an inclusive workplace and to prevent discrimination and harassment. A formal consultative program is in place where all employees are able to discuss workplace and business issues each month.







#### **Notification and access**

List of employee organisations	AMWU - Vehicle Division
CEO sign off confirmation	
Name of CEO or equivalent	DARRYL ABOTOMEY
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: