

Employer Public Report

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Flexible Work

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Harm Prevention

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Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; Increase the number of men in female-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

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

Wesfarmers strives to provide an inclusive work environment where everyone feels respected



and safe. We recognise, recruit, and support many facets and combinations of diversity across Wesfarmers, consistent with our broader community. Our Diversity and Inclusion Policy and leadership practices foster diversity and support inclusion at all levels and in a variety of ways. Further, Wesfarmers works to create gender-balanced workforce by regularly discussing progress, connecting with businesses from other industries to share learnings and insights (both within the Group and external) and accessing expert thinking and research through memberships and forums. Gender equality is a key discussion topic across several processes which managers participate in as part of their roles, including talent reviews and people planning sessions which we conduct every six months. Progress on gender balance is reported monthly via HR metrics reporting and more formally on an annual basis to the Group and Divisional Boards through diversity and inclusion reports. Annually a Group-wide review gender pay equity review is completed with the results presented to the Board and, in addition to the Group wide review, divisions take action throughout the year and specifically review gaps during the annual remuneration review. Our customers and stakeholders are diverse, and to gain the best insights into their needs and expectations, diverse and inclusive teams are required. A diversity of perspectives and backgrounds also strengthens creativity in teams. Creating an environment that attracts, retains, and develops team members with a wide range of strengths and experiences ensures Wesfarmers is well equipped for future growth. At Wesfarmers we are committed to diversity and inclusion (including gender diversity) because we believe this is essential to achieving our objectives. Through diverse and inclusive teams, we gain access to the best available talent, harness creativity and problem solving and gain insight into our diverse customer base and other stakeholders. This enhances our performance and enables our future growth.



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Wesfarmers Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or



Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Officeworks Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

Female (F)

Male (M)



Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

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F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

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For the Chair: 3

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G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Officeworks Businessdirect Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission



group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

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For the Chair: 3

For the Members: 3

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G.1 Percentage (%) of target: 40



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G.2 Year of target to be reached: 2025-06-30

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Geeks2U Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

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E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

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E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



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F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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G.1 Percentage (%) of target: 40

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G.2 Year of target to be reached: 2025-06-30

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Kmart Australia Limited

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Catch.Com.Au Pty Ltd



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

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G.1 Percentage (%) of target: 40

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: R.J. Beaumont & Co. Pty. Ltd.

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

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C. What type of governing body does this organisation have?

Board of Directors

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D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

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Selected value: Policy

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Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

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Yes, a target has been set to increase the representation of women on this governing body

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G.2 Year of target to be reached: 2025-06-30

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Bunnings Group Limited

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

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Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

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Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

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Yes, a target has been set to increase the representation of women on this governing body

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G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Australian Pharmaceutical Industries Ltd



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

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E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Priceline Proprietary Limited

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

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B. What is the name of your governing body?

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Yes

Gender identity

Organisation: The Workwear Group Pty Ltd

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

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B. What is the name of your governing body?

The Board of Wesfarmers Limited

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: J. Blackwood & Son Pty Ltd



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

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Board of Directors

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Coregas Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Blacksmith Jacks Pty Ltd

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

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B. What is the name of your governing body?

The Board of Wesfarmers Limited

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C. What type of governing body does this organisation have?

Board of Directors

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D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Bullivants Pty Limited



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

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H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Lawvale Pty. Ltd.

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
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For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Target Australia Pty. Ltd.

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Wesfarmers Limited



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Wesfarmers Chemicals, Energy & Fertilisers Limited

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

.....
E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

.....
E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Australian Vinyls Corporation Limited

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Csbp Limited



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Wesfarmers Kleenheat Gas Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Modwood Technologies Pty Ltd

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Wesfarmers Lpg Pty Ltd



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: CLEARSKINCARE CLINICS PAYROLL PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: WESFARMERS ONE PASS PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: CM3 CONTRACTOR MANAGEMENT PTY LTD



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC GLENELG PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

.....
E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

.....
E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC BELCONNEN PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC BURLEIGH PTY LTD



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC FAIRFIELD PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC ELLENBROOK PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC MACKAY PTY LTD



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC HOBART PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC MIDLAND GATE PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC ROCKHAMPTON PTY LTD



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC STRATHPINE PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC WODEN PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

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Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SILK Laser Clinic Australia Pty Ltd



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC BURNSIDE PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

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Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



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F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

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For the Chair: 3

For the Members: 3

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G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC FIGTREE PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC JOONDALUP PTY LTD



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC SANDY BAY PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



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F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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G. Has a target been set on the representation of women on this governing body?

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.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC KARINGAL PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: ASC WARRINGAH MALL PTY LTD



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC BANKSTOWN PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



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F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....
G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC RUNDLE PLACE PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

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Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2025-06-30

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC MAROOCHYDORE PTY LTD



A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



.....
G.1 Percentage (%) of target: 40

.....
G.2 Year of target to be reached: 2025-06-30

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC IPSWICH PTY LTD

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	4	5

.....
E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy

.....
E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

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G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2025-06-30

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

.....

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

Wesfarmers remains committed to ensuring that the composition of the Board includes directors who bring an appropriate mix of skills, experience, expertise and diversity (including gender) to decision making. Wesfarmers is also committed to its Board maintaining a composition of not less than 30 per cent women as per the 4th Edition of the ASX Corporate Governance Principles and aims to achieve 40 percent to 60 per cent of directors of each gender. As part of the Nomination Committee's oversight of the Board, it regularly reviews and makes recommendations in relation to Board composition, competencies, and diversity. It is also responsible for Board succession planning and overseeing the recruitment process for new directors including evaluating the balance of skills, experience, independence, and diversity on the Board. Where appropriate, external consultants are engaged to assist in searching for candidates. Where a candidate is recommended by the Nomination Committee, the Board will assess that candidate against a range of criteria including background, experience, professional qualifications, personal qualities, the potential for the candidate's skills to augment the existing Board and the candidate's availability to commit to the Board's activities. Wesfarmers also undertakes appropriate checks before a candidate is recommended to the Board. If these criteria are met and the Board appoints the candidate as a director, the director will enter a written contract with the company, setting out the terms of



his or her appointment consistent with the ASX Principles, and that director must seek to have their appointment approved by shareholders at the next annual general meeting. Through the notices of meeting for annual general meetings, shareholders are provided with all material information, so they can decide on whether or not to elect or re-elect a director. In its annual report, Wesfarmers shares a skills matrix which describes the combined skills, experience and expertise presently represented on the Board. To the extent that any skills are not directly represented on the Board they are augmented through management and external advisors. During this reporting period, the Wesfarmers Board exceeded the target of maintaining a composition of not less than 30 per cent women as per the ASX Corporate Governance Principles (4th edition) and met its internal target of having at least 40 per cent of each gender represented.



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; 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 implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap



analysis?

Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Please see the Wesfarmers Gender Pay Statement, 2023-24 WGEA Reporting for further information



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

Yes

2.4a How did you consult employees?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews; Performance discussions

2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

2.8 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 Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

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; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All 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 measured and evaluated (e.g. reduced absenteeism, increased employee engagement)

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

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

The availability of the flexible working arrangements detailed in question 3.2 can vary by role and in some circumstances require consideration on a case-by-case basis.



Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, ⁷⁷recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

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

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth

Secondary: Birth; Adoption; Surrogacy; Stillbirth

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?



Primary:

Lowest entitlement: 12

Highest entitlement: 16

Secondary:

Lowest entitlement: 2

Highest entitlement: 4

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees

Secondary: Permanent employees

4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?

Primary: Yes a qualifying period is required

How long is the qualifying period (in months)?

12

Is the qualifying period the same as the probation period for new employees?

No

Secondary: Yes a qualifying period is required

How long is the qualifying period (in months)?

12

Is the qualifying period the same as the probation period for new employees?

No

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Anytime within 12 months

Secondary: Anytime within 12 months



.....

**4.1h Does your organisation have an opt out approach to parental leave?
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

Primary: Yes

Secondary: Yes

4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable); Yes, on employer funded secondary carer's leave (if applicable)

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

Welcoming a child into the world is an exciting time for all involved. It is also a period of significant change and transition for expecting parents. At the Wesfarmers, we seek to ensure all team members feel supported as their families grow and change. Parental Leave allows team members to take time away from work for the birth or adoption of a child



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave

4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes



Support mechanism	Answer
Breastfeeding facilities	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	Yes
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	Yes
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes



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



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

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

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	No	No	Yes	No
All non-managers	No	No	Yes	No
The Governing Body	Yes		No	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

New staff at induction

Chief Executive Officer or equivalent

Yes

;More often than annually

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual



harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train staff on mitigation and control measures

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes



Annually

CEO or equivalent

Yes

Annually

Key Management Personnel

Yes

Annually

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.



Harm Prevention

Family or Domestic Violence

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

Yes

Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	No
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	No
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	Yes
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid domestic violence leave?

10



Access to unpaid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer unpaid family and domestic violence leave by negotiation or as needed?

Yes

How many days of unpaid domestic violence leave?

0

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.

Access to unpaid domestic violence leave is Discretionary - (case by case)



Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Wesfarmers Limited
Total group employee count: 122,926

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	1,346	2,017	0	0	3,366
	Full-time contract	23	15	0	0	38
	Part-time permanent	150	18	0	0	168
	Part-time contract	5	4	0	0	9
Professionals	Full-time permanent	3,651	3,572	6	14	7,233
	Full-time contract	58	31	2	2	90
	Part-time permanent	622	124	0	0	748
	Part-time contract	9	6	0	0	15
	Casual	14	7	0	0	21
Technicians And Trades Workers	Full-time permanent	119	531	0	1	650
	Full-time contract	5	15	5	10	20
	Part-time permanent	14	12	0	0	26
	Part-time contract	1	0	0	0	1
	Casual	10	11	0	0	21
Community And Personal Service Workers	Full-time permanent	1	2	0	0	3
	Part-time permanent	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	1,804	1,066	6	7	2,877
	Full-time contract	64	28	1	1	93
	Part-time permanent	350	44	0	0	394
	Part-time contract	12	1	0	0	13
	Casual	46	11	0	0	57
Sales Workers	Full-time permanent	7,734	8,123	1	0	15,907
	Full-time contract	38	42	0	0	81
	Part-time permanent	19,040	11,068	0	0	30,238
	Part-time contract	254	191	0	0	446
	Casual	34,685	23,495	0	0	58,495
Machinery Operators And Drivers	Full-time permanent	185	491	0	0	676
	Full-time contract	6	4	0	0	10
	Part-time permanent	8	14	0	0	22
	Part-time contract	1	1	0	0	2
	Casual	23	49	0	0	72
Labourers	Full-time permanent	189	200	0	0	389
	Part-time permanent	104	40	0	0	144
	Casual	59	69	0	0	128
Other	Full-time permanent	99	203	0	0	302
	Part-time permanent	34	26	0	0	60
	Casual	42	68	0	0	110

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	3	1	0	0	4
HOB	Full-time permanent	3	4	0	0	7
GM	Full-time permanent	58	100	0	0	158
	Part-time permanent	5	0	0	0	5
	Part-time contract	1	0	0	0	1
SM	Full-time permanent	205	331	0	0	536
	Full-time contract	0	2	0	0	2
	Part-time permanent	26	3	0	0	29
	Part-time contract	0	1	0	0	1
OM	Full-time permanent	1,077	1,580	0	0	2,660
	Full-time contract	23	13	0	0	36
	Part-time permanent	119	15	0	0	134
	Part-time contract	4	3	0	0	7

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period**Question 1****How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	1	211	278	1,871	1,863	4,234
Part-time	Permanent	0	0	12	2	819	549	1,388
Full-time	Fixed-term	0	0	2	0	20	17	39
Part-time	Fixed-term	0	0	1	0	6	6	13
N/A	Casual	0	0	0	0	34	80	114

Question 2**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			144	172			317
Part-time	Permanent			8	1			9
Full-time	Fixed-term			1	0			1
Part-time	Fixed-term			0	0			0
N/A	Casual			0	0			0

Question 3**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	207	308	1,634	1,519	3,680
Part-time	Permanent	0	0	19	2	1,281	940	2,257
Full-time	Fixed-term	0	0	4	4	23	12	43
Part-time	Fixed-term	0	0	0	0	9	9	18
N/A	Casual	0	0	0	0	1,195	829	2,036

Question 4**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	227	252	1,791	2,226	4,502
Part-time	Permanent	0	0	11	6	1,549	1,157	2,737
Full-time	Fixed-term	0	0	39	28	181	102	350
Part-time	Fixed-term	0	0	5	4	276	211	499
N/A	Casual	0	0	0	3	14,837	10,747	25,697

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)**Question 5****How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	202	218	1,853	2,054	4,337
Part-time	Permanent	0	0	29	2	3,056	1,924	5,035
Full-time	Fixed-term	0	0	6	6	106	77	195
Part-time	Fixed-term	0	0	2	1	67	34	104
N/A	Casual	0	0	1	0	12,098	8,229	20,439

Question 6**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	115	54	757	316	1,242
Part-time	Permanent	0	0	31	0	764	37	832
Full-time	Fixed-term	0	0	0	0	1	3	4
Part-time	Fixed-term	0	0	0	0	8	1	9
N/A	Casual							0
N/A	Casual	0	0	0	0	159	7	166

Question 7**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1	58	8	312	379
Part-time	Permanent	0	0	0	0	4	84	88
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	1	0	1

Question 8**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	4	1	42	8	55
Part-time	Permanent	0	0	2	0	51	1	54
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	4	0	4
N/A	Casual							

* Total employees includes Non-binary