



# 2013-14 public report form submitted by Perilya Limited to the Workplace Gender Equality Agency

## Organisation and contact details

Organisation	Legal name ABN	Perilya Limited 85009193695
registration	ANZSIC	0807 Silver-Lead-Zinc Ore Mining
Organisation	Trading name/s	
details	ASX code (if relevant)	PEM
	Postal address	PO Box 3057,
		PERTH ADELAIDE TCE,
	0	WA,6832,Australia
	Organisation phone number	
Reporting	Number of	461
structure	employees covered	
	in this report submission	
	Other	Perilya Broken Hill Limited
	organisations	
	reported on in this	
	report	





# Workplace profile Manager

Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
			F	М	Total employees		
Key management personnel	-1	Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Other executives/General managers	-2	Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Senior Managers	-2	Full-time permanent	0	5	5		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Other managers	-2	Full-time permanent	1	0	1		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-3	Full-time permanent	1	16	17		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers			2	23	25		





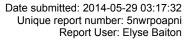
### Non-manager

Non-manager occupational categories	Employment status		excluding graduates and rentices)		aduates (if icable)	No. of application	Total employees	
		F	М	F	М	F	M	
Professionals	Full-time permanent	11	43	0	0	0	0	54
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	0	0	0	0	0	2
Technicians and trade	Full-time permanent	1	130	0	0	0	0	131
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Clerical and administrative	Full-time permanent	5	5	0	0	0	0	10
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Sales	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0





Non-manager occupational categories	Employment status	ent No. of employees (excluding graduates and apprentices)			aduates (if icable)	No. of app appli	Total employees	
		F	М	F	М	F	M	
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	5	212	0	0	0	0	217
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Labourers	Full-time permanent	0	16	0	0	0	0	16
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	3	0	0	0	0	3
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		27	409	0	0	0	0	436







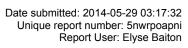
1.5

# Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1 SUPPC	Do you have formal policies or formal strategies in place that SPECIFICALLY DRT GENDER EQUALITY in relation to:
1.1 ⊠ Yes	Recruitment?  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.2 Yes	Retention?
	<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.3 ⊠ Yes	Performance management processes?
	<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.4 □ Yes	Promotions?
	<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority

Talent identification/identification of high potentials?







Yes	
	<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.6 □ Yes	Succession planning?
_	<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.7 ⊠ Yes	Training and development?
⊠ res	<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☑ Strategy is contained within another strategy</li> </ul>
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.8 ☐ Yes	Resignations?
	<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.9 ☐ Yes	Key performance indicators for managers relating to gender equality?
	<ul> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.10	Gender equality overall?





☐ Yes
☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
Gender equality indicator 2: Gender composition of governing bodies
Does your organisation, or any organisation you are reporting on, have a governing body/board? (If you answered no, you will only be required to answer question 2.4, if applicable)  ☐ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose

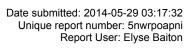
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, also indicate the gender composition of that governing body/board; and where in place, include what gender composition target has been set and the year the target is to be reached. IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition numbers of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a future date in the format of YYYY in the 'Year to be reached' column.

colu	column.  Organisation name   Chairperson   Board   %   Year to be								
	Organisation name		Chairperson		Board members		Year to be reached		
		F	М	F	М				
1	Perilya Limited	0	1	0	4	0			
2	Perilya Broken Hill Limited	0	0	0	3	0			
3									
4									
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2.2 For any governing bodies/boards where gender composition targets have not been set, you may specify why below:  Governing body has gender balance (e.g 40% women/40% men/20% either)  Currently under development  Insufficient human resources staff  Don't have expertise  Don't have control over board appointments (provide details why):  Not a priority  Other (provide details):
2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report?  Yes  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  No No, in place for some governing bodies No, currently under development No, insufficient human resources staff No, do not have control over board appointments (provide details why):
<ul><li>No, don't have expertise</li><li>No, not a priority</li><li>No, other (provide details):</li></ul>



2.4 If your organisation, or any organisation you are reporting on, is a partnership please enter the total number of male and female EQUITY PARTNERS in the following table (if your managing partner is also an equity partner enter those details separately in the relevant row below). If you have a separate governing body/board of directors, please enter its composition in 2.1

	F	M
Managing partner	0	0
Other equity partners	0	0

Gender equality indicator 3: Equal remuneration between women and men
3 Do you have a formal policy or strategy on remuneration generally?  ☐ Yes
☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ Strategy is contained within another strategy  ☐ No
<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> </ul>
☐ No, don't have expertise
<ul> <li>No, salaries set by awards or industrial agreements</li> <li>No non-award employees paid market rate</li> </ul>
<ul><li>No, not a priority</li><li>No, other (provide details):</li></ul>
3.2 If you answered yes to question 3.1, please provide details on what gender pay equity objectives are included in your formal policy or formal strategy, and include timeframes for achieving these objectives:
4 Has a gender remuneration gap analysis been undertaken?  Yes - please indicate when this analysis was most recently undetaken  Within last 12 months  Within last 1-2 years  More than 2 years ago but less than 4 years ago  Other (provide details):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, salaries set by awards or industrial agreements</li> <li>No, non-award employees paid market rate</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>

Gender equality indicator 4: Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities





☐ Yes ☐ No	n to any governr	ment funded parent		eave for PRIMARY ( me for primary carers		
<ul> <li>No, currently being considered</li> <li>No, insufficient human resources staff</li> <li>No, government scheme is sufficient</li> <li>No, don't know how to implement</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>						
Do you provide employer funded parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?  Yes, one week or greater  Yes, less than one week  No  No, currently being considered  No, insufficient human resources staff  No, government scheme is sufficient  No, don't know how to implement  No, not a priority  No, other (provide details)						
7 utilised		(paid and/or unpaid	l) during the la	nale and male non-materionstreporting period?		
		Primary care Female	r's leave Male	Secondary car Female	er's leave Male	
N	lanagers	0	0	0	0	
Non-managers		1	0	0	5	
8 leave?		•	oforce has acc	ess to employer fund		
%	Primai	ry carer's leave 0		Secondary carer's	leave	
70		U		0		
9 Do you have a formal policy or formal strategy on flexible working arrangements?  Yes  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  No, on, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, don't offer flexible arrangements No, not a priority No, other (provide details): We had our first reqest for FWA last week which was approved, a policy will be implemented in time  10 Do you have a formal policy or formal strategy to support employees with family and						
caring responsibilities?						





☐ Yes	
	Standalone policy
	Policy is contained within another policy
	Standalone strategy
	Strategy is contained within another strategy
⊠ No	. 0,
	rently under development
	ufficient human resources staff
	luded in workplace agreement
	n't have expertise
	t a priority
	per (provide details):
	ici (provide details).
11 Do	you have any non-leave based measures to support employees with family and
	ponsibilities?
Yes	portoibilities:
⊠ No	
	rently under development
	ufficient human resources staff
=	
	n't have expertise
	t a priority
	er (provide details):
11.3 PI	ease provide details of any other non-leave based measures that are in place and
	rorksites they are available:
at writer w	orksites they are available.
12 Do	a you have a formal nalicy or formal atratagy to aumort ampleyees who are
	you have a formal policy or formal strategy to support employees who are
	ng family or domestic violence?
☐ Yes	1 Chandalana naliau
<u> </u>	Standalone policy
L	Policy is contained within another policy
	Standalone strategy
	Strategy is contained within another strategy
⊠ No	
	rently under development
	ufficient human resources staff
	luded in workplace agreement
	t aware of the need
	n't have expertise
	t a priority
☐ No, oth	er (provide details):
13 Ot	ther than a policy or strategy, do you have any measures to support employees who
are experi	encing family or domestic violence?
☐ Yes - p	lease indicate the type of measures in place:
	Employee assistance program
	Access to leave
	Training of human resources (or other) staff
	Other (provide details):
⊠ No	
	rently under development
	ufficient human resources staff
☐ No, not	t aware of the need
	n't have expertise
	t a priority





 $\hfill \square$  No, other (provide details):

Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):								
	Managers Female Male		lala	Non-managers Female Male				
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Inforr
Flexible hours of work								
Compressed working weeks								
Time-in-lieu								
Telecommuting								
Part-time work	$\boxtimes$							
Job sharing								
Carer's leave								
Purchased leave								
Unpaid leave								
your employees, Nill	mploymently of the caler developman resoupertise	orovide deta t terms, cor ategories lis ment	ils of those	practices a	re not avai	lable to you		0
Gender equality in equality in the workplace?  Yes No No, not neede	orkplace u consulted ed (provide	d with emplo	oyees on i	nployees on				
<ul><li>No, don't have expertise</li><li>No, not a priority</li><li>No, other (provide details):</li></ul>								





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Gender equality indicator 6: Sex-based harassment and discrimination

16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention?  ☑ Yes
<ul> <li>Standalone policy</li> <li>Policy is contained within another policy</li> <li>Standalone strategy</li> <li>Strategy is contained within another strategy</li> </ul>
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy?  ☐ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?  ☑ Yes - please indicate how often this training is provided:  ☑ At induction ☑ At least annually ☐ Every one-to-two years ☐ Every three years ☐ Varies across business units ☐ Other (provide details):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
Other
Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (Please note that any information you provide here will appear in your public report)

You may provide additional details on any information provided in the report below.











# **CEO** sign off confirmation

Name of CEO or equivalent	Paul Arndt
Confirmation CEO has signed the report	Yes