



Public report

2018-19

Submitted by

Legal Name:

Genworth Financial Mortgage Insurance Pty Limited







Organisation and contact details

Submitting organisation details	Legal name	Genworth Financial Mortgage Insurance Pty Limited	
	ABN	60106974305	
	ANZSIC	K Financial and Insurance Services 6322 General Insurance	
	Business/trading name/s		
	ASX code (if applicable) GMA		
	Postal address	Level 26, 101 Miller Street NORTH SYDNEY NSW 2060 AUSTRALIA	
	Organisation phone number	(02) 8248 2500	
Reporting structure	Ultimate parent	Genworth Mortgage Insurance Australia Limited	
	Number of employees covered by this report	227	



Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	si tota trampoloma		Z	No. of employees
SOLOBORD INTERPREDICTION IN THE PROPERTY OF TH	ייכלסיוויופן וכאסו מיינים	Linployment status	Ь	M	Total employees
		Full-time permanent	1	0	
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	4	9
		Full-time contract	0	0	0
Key management personnel	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	1	2
		Full-time contract	0	0	0
	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other executives (Reneral managers		Casual	0	0	0
		Full-time permanent	2	4	9
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	7	10
		Full-time contract	0	0	0
	-2	Part-time permanent	2	1	3
		Part-time contract	0	0	0
Senior Managers		Casual	0	0	0
		Full-time permanent	0	3	3
		Full-time contract	0	0	0
	ဇှ	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0

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Workplace Gender Eq	Agency
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	One of level anitorial	C. Holder And Co.		Ň	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	Σ	Total employees
		Full-time permanent	2	9	8
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers		Full-time permanent	5	10	15
		Full-time contract	0	0	0
	ကု	Part-time permanent	1	0	
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			19	36	22



Workplace profile

Non-manager

Now more professional professional	o toto tacamolam	No. of employees (excluding	employees (excluding graduates and apprentices)	No. of graduates	of graduates (if applicable)	No. of apprentices (if applicable)	s (if applicable)	
Non-Tilahagei occupational categories	Employment status	F	N	4	Σ	4	Σ	l otal employees
	Full-time permanent	45	74	0	0	0	0	119
	Full-time contract	4	3	0	0	0	0	7
Professionals	Part-time permanent	14	0	0	0	0	0	14
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	7	1	0	0	0	0	8
	Full-time contract	0	1	0	0	0	0	
Clerical and administrative	Part-time permanent	5	0	0	0	0	0	2
	Part-time contract	1	0	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	5	4	0	0	0	0	6
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	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

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Contraction lower land and an arrangement of the land and	Carlo topo topolio	No. or employees (excluding g	ig graduates and apprentices)	No. or graduates	(II applicable)	No. of apprentices	(II applicable)	Total amplance
Non-manager occupational categories Employment status	Employment status	Э.	M	market describe	M	F	M	i oral employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	8	0	0	0	0	8
Grand total: all non-managers		81	91	0	0	0	0	172





Reporting questionnaire

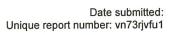
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention
	 ✓ Yes (select all applicable answers) ✓ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







1.4	Promotions
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 ✓ Yes (select all applicable answers) ✓ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	anagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	5	4	5
Permanent/ongoing part-time employees	0	0	1	0
Fixed-term contract full-time employees	0	0	1	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	0	10
Number of appointments made to NON-MANAGER roles (including promotions)	17	24

1.12 How many employees resigned during the reporting period against each category below?

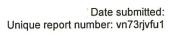
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	6	2	9
Permanent/ongoing part-time employees	0	0	2	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	4
Casual employees	0	0	0	0

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

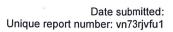
2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.







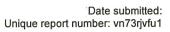
2.1	Please answer the following questions				
	Note: If this report covers more than o organisation before proceeding to que	ne organisation, the questions below stion 2.2.	will be repeated for each		
	If your organisation's governing body organisation's name BUT the numerical	is the same as your parent entity's, yo al details of your parent entity's gover	ou will need to add your ning body.		
2.1a.1	Organisation name?				
	Genworth Financial Mortgage Insurance I	PTY Ltd			
2.1b.1	How many Chairs on this governing bo	ody?			
		Female	Male		
	Number	0	1		
2.1c.1	1 How many other members are on this governing body (excluding the Chair/s)?				
		Female	Male		
	Number	4	4		
2.1d.1	Has a target been set to increase the representation of women on this governing body?				
	⊠ Yes				
	No (you may specify why a target has not been set)				
	☐ Currently under development,	please enter date this is due to be compl	leted		
	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): ☐ Not a priority ☐ Other (provide details):				
2.1e.1	What is the percentage (%) target?				
2.10.1					
	40				
2.1f.1	What year is the target to be reached?				
	2021				
2.1g.1	Are you reporting on any other organis	sations in this report?			
	Yes				
	⊠ No				
2.2	Do you have a formal selection policy for ALL organisations covered in this	and/or formal selection strategy for g report?	overning body members		
	Yes (select all applicable answers)				
	☑ Policy ☑ Strategy				
	☐ No (you may specify why no formal se ☐ In place for some governing bo	election policy or formal selection strateg	y is in place)		
	Currently under development,	please enter date this is due to be comp	leted		
	☐ Insufficient resources/expertise ☐ Do not have control over gove	e rning body appointments (provide details	s why)		
	☐ Not a priority	g 2007 appointments (provide detaile			





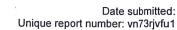


		☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
		Our female Board representation target was reviewed at the end of 2018. We achieved our 2018 target of 30% female representation in 2016, well in advance of our target date of 2018. As a result, the Genworth Board decided to increase the target to 40% female representation to be achieved / maintained by the end of 2021. Our Board currently has 44% female representation but our challenge will be maintaining that figure over the next three years.
Gen	der	equality indicator 3: Equal remuneration between women and men
Equal gende	remune r equalit	ration between women and men is a key component of improving women's economic security and progressing y.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers) ⊠ Policy
	□ No	Strategy (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries set by awards/industrial or workplace agreements □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		 ✓ Yes (provide details in question 3.2 below) ☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements ☐ Insufficient resources/expertise ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		 ☑ To achieve gender pay equity ☑ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews) ☐ To be transparent about pay scales and/or salary bands ☑ To ensure managers are held accountable for pay equity outcomes ☑ To implement and/or maintain a transparent and rigorous performance assessment process ☐ Other (provide details):













☐ Salaries set by awards/industrial or workplace agreements
☐ Non-award employees are paid market rate
☐ Unable to address cause/s of gaps (provide details why):
Not a priority
Other (provide details):
_ care (provide detaile).

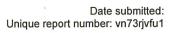
4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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

This indicator will enable the collection and use of information from relevant employers about the 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. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental

to ger	ider equ	ality and to maximising Australia's skilled workforce.
5.	greate Do yo	IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child. u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	time o	Se. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please e how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme by paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded arental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government's scheme is sufficient Not a priority Other (provide details):
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		12
5a.	If you	r organisation would like to provide additional information on your paid parental leave for primary seguing each of the control of weeks provided and other

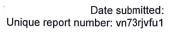
arrangements you may have in place, please do so below.







	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☑ 91-99% ☐ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		⊠ Adoption ⊠ Surrogacy ⊠ Stillbirth
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
	Do vo	u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	□ No	s, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave), we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		10
6a.	If you CARE	r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%





7.

8.

9.

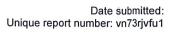


Female Male Female Managers 0 1 0 7.1 How many NON-MANAGERS have taken parental leave during the re Include employees still on parental leave, regardless of when it com Primary carer's leave Female Male Non-managers 5 4 0	Secondary carer's leave Female Male 1 ing the reporting period (paid and/or unpaid en it commenced. Secondary carer's leave Female Male
Primary carer's leave Secondary Seco	Secondary carer's leave Female Male 1 ing the reporting period (paid and/or unpaid en it commenced. Secondary carer's leave Female Male 0 0
Female Male Female Managers 0 1 0 7.1 How many NON-MANAGERS have taken parental leave during the reinclude employees still on parental leave, regardless of when it com Primary carer's leave Female Male Non-managers 5 4 0	Female Male 1 ing the reporting period (paid and/or unpaid en it commenced. Secondary carer's leave Female Male 0 0
Female Male Female Managers 0 1 0 7.1 How many NON-MANAGERS have taken parental leave during the re include employees still on parental leave, regardless of when it comes to be included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees still on parental leave, regardless of when it comes included employees included employees still on parental leave, regardless of when it comes included employees included employ	Female Male 1 ing the reporting period (paid and/or unpaid en it commenced. Secondary carer's leave Female Male 0 0
Managers 0 1 0 7.1 How many NON-MANAGERS have taken parental leave during the re Include employees still on parental leave, regardless of when it com Primary carer's leave Female Male Non-managers 5 4 0	ing the reporting period (paid and/or unpaid en it commenced. Secondary carer's leave Female Male 0 0
7.1 How many NON-MANAGERS have taken parental leave during the re Include employees still on parental leave, regardless of when it com Primary carer's leave Female Male Non-managers 5 4 0	ing the reporting period (paid and/or unpaid en it commenced. Secondary carer's leave Female Male 0 0
Include those where parental leave was taken continuously with any annual leave or any other paid or unpaid leave is also taken at that time. 'Ceased employment' means anyone who has exited the organisation resignations, redundancies and dismissals.	t time.
Female	Male
Managers 0	1
8.1 How many NON-MANAGERS, during the reporting period, ceased er	
parental leave, regardless of when the leave commenced? Include those where parental leave was taken continuously where annual leave or any other paid or unpaid leave is also taken a 'Ceased employment' means anyone who has exited the organ resignations, redundancies and dismissals.	uously with any other leave type. For examp o taken at that time. I the organisation for whatever reason, inclu
 Include those where parental leave was taken continuously where annual leave or any other paid or unpaid leave is also taken a 'Ceased employment' means anyone who has exited the organ resignations, redundancies and dismissals. 	uously with any other leave type. For examp





9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
	 ☒ 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 ☐ Targets have been set for engagement in flexible work ☐ Targets have been set for men's engagement in flexible work ☐ Leaders are held accountable for improving workplace flexibility ☒ Manager training on flexible working is provided throughout the organisation ☒ Employee training is provided throughout the organisation ☐ Team-based training is provided throughout the organisation ☒ 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 evaluated (eg reduced absenteeism, increased employee engagement) ☒ Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel ☒ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
Do yo (eg, e	u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
⊠ Ye. □ No	(you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
	Employer subsidised childcare
	Do yo □ No □ No □ Ye □ No







	 Information packs to support new parents and/or those with elder care responsibilities
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 ∑ Yes (select all applicable answers) ∑ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?





Where any of the following options are available in your workplace, are those option/s available to both wo AND men?									
ANI	D men? flexible hours of work								
	compressed working weeks								
•	time-in-lieu								
•	telecommuting								
•	part-time work job sharing								
	carer's leave								
purchased leave									
 unpaid leave. Options may be offered both formally and/or informally. 									
Opt	example, if time-in-lieu is available to we	men formally hut to i	men informally	vou would se	elect NO.				
	Yes, the option/s in place are available to both women and men.								
14.1		e available? Please tid							
_		e available? Please tid							
_	Which options from the list below are	e available? Please tio is option is NOT avail		nployees.	nanagers				
_	Which options from the list below are	e available? Please tio is option is NOT avail	lable to your en	nployees.					
_	Which options from the list below are	available? Please tic is option is NOT avail Man	lable to your en	nployees. Non-m					
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_	Which options from the list below are Unticked checkboxes mean the Flexible hours of work	e available? Please tic is option is NOT avail Man Formal	lable to your en	Non-m	Informa 🖂				
_	Which options from the list below are Unticked checkboxes mean the Flexible hours of work Compressed working weeks	e available? Please tic is option is NOT avail Man Formal	lable to your en	Non-m	Informal				
_	Which options from the list below are Unticked checkboxes mean the Flexible hours of work Compressed working weeks Time-in-lieu	e available? Please tid is option is NOT avail Man Formal	lable to your en	Non-m	Informa 🖂				
_	1 Which options from the list below are • Unticked checkboxes mean the Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting	e available? Please tic is option is NOT avail Man Formal	lable to your en	Non-m Formal	Informal				
_	1 Which options from the list below are • Unticked checkboxes mean the Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work	e available? Please ticis option is NOT avail Man Formal □ □ ⊠	lable to your en	Non-m Formal S S S S S S S S S S S S S S S S S S	Informal Informal				
_	Mhich options from the list below are Unticked checkboxes mean the Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing	e available? Please ticis option is NOT available? Please ticis option is NOT available. Man Formal □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □	lable to your en	Non-m Formal S S S S S S S S S S S S S	Informal Informal				

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

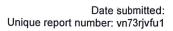
14.3 You may specify why any of the above options are NOT available to your employees.

☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):

Genworth's Employee Assistance Program offers web-based resources for new parents and employees with caring responsibilities accessible for all employees regardless of location. Similarly, the Employee Assistance Program provides three free, confidential counselling services for all employees and their immediate family members.

Genworth also makes available to all employees learning and support resources for parents and carers through our partnership with Parents@Work. Parents commencing Parental Leave get access to a portal with information available to them 24/7, as well as regular webinars and training sessions to help with the transitions from work to Parental Leave and then from Parental Leave back to work.

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

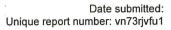






This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	y (you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise
		☐ Not a priority ☐ Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):
		The Human Resources Business Partners meet with each employee on an annual basis to ask questions about their employment experience. This can include discussions on gender equality issues in the workplace.
	15.2	Who did you consult?
		☐ Women and men who have resigned while on parental leave ☐ Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation.	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (select all applicable answers) ⊠ Policy
	□ No	☐ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement
		☐ Not a priority ☐ Other (provide details):







	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 ✓ Yes ☐ No (you may specify why a grievance process is not included) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

Genworth achieved positive results against its diversity objectives for the 2018/2019 reporting period. Of particular note were the continued strong female representation at the Senior Management and Board levels, high uptake and satisfaction with flexible work arrangements and a strong focus on providing leadership on gender equality within and external to the Company. A few highlights in relation to our diversity and inclusion initiatives are below:

Female representation in leadership

- In 2015, Genworth's Board committed to achieving a target of 30% female representation by the end of 2018. Since exceeding this target in 2016, Genworth has maintained its strong female representation at Board level for over two years and currently has 44% female representation on the Board. A new Board gender representation target was set in early 2019 to achieve / maintain at least 40% female representation by the end of 2021.
- Genworth also continues to have strong female representation on our Senior Leadership Team (CEO and CEO direct reports), with our current female representation on our Senior Leadership Team at 43%. Whilst gender diversity is evident at senior management levels, our mid-management levels have lower levels of female representation. To help address this an Emerging Talent program was established focused on developing emerging female talent at more junior levels in the organisation. Employees participating in this program work towards achieving targeted development plans to facilitate them taking the next step in their careers.

Throughout the 2018/2019 reporting period, Genworth has continued to support flexible working and encouraging uptake of flexible work arrangements throughout the organisation. Currently, more than half of our female employees (62% as at 31 Dec 2018) and more than a quarter of our male employees (29% as at





31 Dec 2018) have some form of formal flexible work arrangement, with many more employees working flexibly on an informal basis.

• In 2018 Genworth held its first ever Flexible Work Week. The purpose of Flexible Work Week was to encourage employees who did not work flexibly to trial a flexible work arrangement. The week was also used to respond to a number of myths in relation to employees who work flexibly.

Diversity and inclusion leadership within Genworth and the wider community

- Genworth held its first ever diversity and inclusion networking event in October 2018. Genworth's employees, customers and suppliers were invited to attend the event where a number of experts (Catherine Fox (journalist and writer), Sarah Liu (The Dream Collective), Edward Foley (Westpac), Gai McGrath (Non-Executive Director) and Kate Svoboda (Chief Human Resources Officer)) discussed challenges facing diversity and inclusion both in the financial services and more broadly across Australian workplaces.
- Genworth's CEO, Georgette Nicholas continues to be a strong public advocate for diversity and inclusion, including gender equality, within Genworth and across the business community. Georgette has been invited to speak at numerous events over the past year raising awareness around gender equality and providing insights on what's worked well at Genworth. In addition, Georgette has been interviewed by the Australian Financial Review, Future Women Academy and Blenheim Partners Executive Search regarding her passion for achieving gender equality and realizing the benefits of diversity and inclusion in organisations. Georgette also regularly shares these messages with employees through internal communications.





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report
- If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 44.1% females and 55.9% males.

Promotions

- 2. 37.5% of employees awarded promotions were women and 62.5% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 54.5% of all non-manager promotions were awarded to women.
- 3. 10.6% of your workforce was part-time and 6.2% of promotions were awarded to part-time employees.

Resignations

- 4. 17.4% of employees who resigned were women and 82.6% were men
 - . 0.0% of all managers who resigned were women
 - ii. 23.5% of all non-managers who resigned were women.
- 10.6% of your workforce was part-time and 26.1% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 20.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 16.7% of all men who utilised parental leave ceased employment before returning to work
- iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were

Notification and access	
List of employee organisations:	
	·
CEO sign off confirmation	
Name of CEO or equivalent:	Confirmation CEO has signed the report:
Georgette Nicholas	
CEO signature:	Date: 9 May 2019.