



2021 - 22 Gender Equality Reporting

Submitted by:

**Silver Lake Resources Limited
(ABN:38108779782)**

**Silver Lake (Deflector) Pty Ltd
(ABN:72101224999)**

**Silver Lake (Rothsay) Pty Ltd
(ABN:53151137450)**

Date: 2022-06-21

#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(Select all that apply)
...Yes	Policy
...Retention	Yes(Select all that apply)
...Yes	Strategy
...Performance management processes	Yes(Select all that apply)
...Yes	Policy
...Promotions	No(Select all that apply)
...No	Other (please provide)
...Other (please provide)	Managers are empowered to promote based on performance & merit & testing the market.
...Talent identification/identification of high potentials	No(Select all that apply)
...No	Other (please provide)
...Other (please provide)	Managers are empowered to promote based on performance & merit & testing the market.
...Succession planning	Yes(Select all that apply)
...Yes	Strategy
...Training and development	Yes(Select all that apply)
...Yes	Policy
...Key performance indicators for managers relating to gender equality	No(Select all that apply)
...No	Other (please specify)
...Other (please specify)	N/a Merit based appointments

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

No(Select all that apply)	
...No	Other (provide details)
...Other (provide details)	Merit based appointments

3: Does your organisation have any of the following targets to address gender equality in your workplace?

Increase the number of women in male-dominated roles	
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4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Governing bodies

Silver Lake Resources Limited	
1: Does this organisation have a governing body?	Yes(Provide further details on the governing body(ies) and its composition)
1.1: What is the name of your governing body?	Silver Lake Resources Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	0
	...Female
	1
	...Male
	0
	...Non-binary
	0
	...Members
1.5: Has a target been set to increase the representation of women on this governing body?	No(Select all that apply)
	Not aware of the need
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not aware of the need
Silver Lake (Deflector) Pty Ltd	
1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	0
	...Female
	1
	...Male
	2
	...Non-binary
	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(Select all that apply)
	Not aware of the need
1.5: Has a target been set to increase the representation of women on this governing body?	Other (provide details)
	N/a Merit based appointments
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not aware of the need
Silver Lake (Deflector) Pty Ltd	

Governing bodies

Silver Lake (Rothsay) Pty Ltd	
1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	0
	...Female
	1
	...Male
	0
	...Non-binary
	0
	...Members
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(Select all that apply)
	Not aware of the need
1.5: Has a target been set to increase the representation of women on this governing body?	Other (provide details)
	N/a Merit based appointments
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not aware of the need
Silver Lake (Rothsay) Pty Ltd	
1: Does this organisation have a governing body?	No
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.
1.3: How many members are on the governing body and who holds the predominant Chair position?	0
	...Female
	1
	...Male
	2
	...Non-binary
	0
	...Members
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(Select all that apply)
	Not aware of the need
1.5: Has a target been set to increase the representation of women on this governing body?	Other (provide details)
	N/a Merit based appointments
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not aware of the need
Silver Lake (Rothsay) Pty Ltd	

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

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(Select all that apply)

...Yes	Policy
1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?	No(Select all that apply)
...No	Non-award employees paid market rate

2: What was the snapshot date used for your Workplace Profile?

31-Mar-2022

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No(Select all that apply)

...No	Non-award employees paid market rate
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3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee consultation

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

No(Select all that apply)

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

3: On what date did your organisation share your previous year's public reports with employees?

19-Oct-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?	19-Oct-2021
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5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

6: 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

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

Yes(Select all that apply)

...Yes	Strategy
...A business case for flexibility has been established and endorsed at the leadership level	No(Select all that apply)
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No(Select all that apply)
...Targets have been set for men's engagement in flexible work	No(Select all that apply)
...No	Other (provide details)
...Other (provide details)	Not a KPI
...Leaders are held accountable for improving workplace flexibility	No(Select all that apply)
...No	Other (provide details)
...Other (provide details)	Not a KPI
...Manager training on flexible working is provided throughout the organisation	No(Select all that apply)
...No	Other (provide details)
...Other (provide details)	Not a KPI
...Employee training is provided throughout the organisation	No(Select all that apply)
...No	Other (provide details)
...Other (provide details)	Not a KPI
...Team-based training is provided throughout the organisation	No(Select all that apply)
...No	Other (provide details)
...Other (provide details)	Not a KPI
...Employees are surveyed on whether they have sufficient flexibility	No(Select all that apply)
...The organisation's approach to flexibility is integrated into client conversations	No(Select all that apply)

...No	Not aware of the need
...Unpaid leave	Yes(Select one option only)
...Yes	SAME options for women and men(Select all that apply)
...SAME options for women and men	Formal options are available
3: Are your flexible working arrangements for NON-MANAGERS the same as the options for managers above?	
Yes	Yes, for both women and men
4: Has your organisation implemented an 'all roles flex' approach to flexible work?	
5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?	Yes, for both women and men

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

...No	Other (provide details)
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(Select all that apply)
...No	Not a priority
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(Select all that apply)
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(Select all that apply)
...No	Not a priority
...Flexible hours of work	Yes(Select one option only)
2: Do you offer any of the following flexible working options to MANAGERS in your workplace?	Yes(Select one option only)
...Yes	SAME options for women and men(Select all that apply)
...SAME options for women and men	Formal options are available
...Compressed working weeks	Yes(Select one option only)
...Time-in-lieu	Formal options are available
...Yes	SAME options for women and men(Select all that apply)
...SAME options for women and men	Formal options are available
...Time-in-lieu	Yes(Select one option only)
...Yes	SAME options for women and men(Select all that apply)
...SAME options for women and men	Formal options are available
...Telecommuting (e.g. working from home)	Yes(Select one option only)
...Yes	SAME options for women and men(Select all that apply)
...SAME options for women and men	Formal options are available
...Part-time work	Yes(Select one option only)
...Yes	SAME options for women and men(Select all that apply)
...SAME options for women and men	Formal options are available
...Job sharing	No(You may specify why the above option is not available to your employees.)
...No	Not aware of the need
...Care's leave	Yes(Select one option only)
...Yes	SAME options for women and men(Select all that apply)
...SAME options for women and men	Formal options are available
...Purchased leave	No(You may specify why the above option is not available to your employees.)

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(Please indicate how employer funded paid parental leave is provided to the secondary carers.)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	1
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	60-70%
1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.2.g.1: How long is the qualifying period?	3
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 6 months
.. Yes	

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

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

No(Select all that apply)	
...No	Other (provide details)

...Other (provide details)	Carer's Leave Entitlement
2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?	
...Employer subsidised childcare	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...On-site childcare	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Breastfeeding facilities	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Childcare referral services	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Internal support networks for parents	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Information packs for new parents and/or those with elder care responsibilities	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Referral services to support employees with family and/or caring responsibilities	Yes(Please indicate the availability of this support mechanism.)
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Support in securing school holiday care	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Coaching for employees on returning to work from paid parental leave	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not aware of the need
...Parenting workshops targeting mothers	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority
...Parenting workshops targeting fathers	No(You may specify why the above support mechanism is not available to your employees.)
...No	Not a priority

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes(Please indicate how employer funded paid parental leave is provided to the primary carers.)

1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:

All, regardless of gender

1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:

Birth
Adoption

1.1.c: How do you pay employer funded paid parental leave to primary carers?

Paying the employee's full salary

1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?

Yes, on employer funded parental leave

1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?

16

1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?

61-70%

1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

1.1.g.1: How long is the qualifying period?

24

1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Within 6 months

.. Yes

... No

... Unpaid leave

Yes(Select one option only)

SAME options for women and men(Select all that apply)

... SAME options for women and men

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Yes, for both women and men

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location? 7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

...Other (provide details) No

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

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(Select all that apply)

...Yes Policy

1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers Yes(Please indicate how often is this training provided (select all that apply):)

...Yes At induction
Other (provide details)

...Other (provide details) End of probation review

...All employees Yes(Please indicate how often is this training provided (select all that apply):)

...Yes At induction
Other (provide details)

...Other (provide details) End of Probation review

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Family or domestic violence

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

Yes(Select all that apply)

...Yes Policy

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor) Yes

...Training of key personnel No(Select all that apply)

...A domestic violence clause is in an enterprise agreement or workplace agreement No(Select all that apply)

...Workplace safety planning No(Select all that apply)

...No Other (provide details)

...Other (provide details) Noted at toolbox meetings quarterly

...Access to paid domestic violence leave (contained in an enterprise/workplace agreement) No(Select all that apply)

: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided? 3

...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) No(Select all that apply)

...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) Yes(Is the leave period unlimited?)

...Yes No

: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided? 3

...Access to unpaid leave Yes(Is the leave period unlimited?)

...Yes Yes

...Confidentiality of matters disclosed No(Select all that apply)

...No Not aware of the need

...Referral of employees to appropriate domestic violence support services for expert advice No(Select all that apply)

...No Other (provide details)

...Other (provide details) Referral to EAP provider as required

...Protection from any adverse action or discrimination based on the disclosure of domestic violence Yes

...Flexible working arrangements Yes

...Provision of financial support (e.g. advance bonus payment or advanced pay) No(Select all that apply)

...Offer change of office location Yes

...Emergency accommodation assistance Yes

...Access to medical services (e.g. doctor or nurse) Yes

...Other (provide details) No

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

J. Harkin 22.06.2022
DIRECTOR.

#Diversity and inclusion

Voluntary section

- 1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?
- 2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?
... If this data can be shared and is not confidential, please complete the below table:
... If you are unable to complete this table, please explain why.
- 3: Do you currently collect data on any of the following dimensions of employees' identities?