

Methodology and Rating Scale

GENDER EQUALITY AT WORK

MARCH 2016

CATALYST >>

Company Sample

The Dashboard assesses the ASX50 companies. This index is rebalanced after the market closes on the third Friday of March, June, September and December. This report analysis the ASX50 companies as determined in December 2015.

Data Sources

Data was sourced from [CAER](#), a leading Australasian provider of independent research into the environmental, social, governance and ethical performance of companies. Researchers also reviewed other available public information to perform the analysis and compile the results.

Data refers to latest annual reports. While every effort has been made to locate and thoroughly review information, it is possible that some things may have been missed or overlooked, particularly where content is spread across reports and/or company websites. In these cases, Catalyst invites companies to provide corrections so that appropriate amendments can be made.

Analysis and Rating

The analysis and rating of company data was performed by researchers of Catalyst Australia using the scales below.

Board

	None	Below Average	Average	Above Average	Excellent
Percentage of Women	0%, or noting reported	Less than 20%	Between 20.1% - 30.0%	Between 30.1% - 40.0%	40.1% or greater

Management

Percentage of Women	0%, or noting reported	Less than 20%	Between 20.1% - 30.0%	Between 30.1% - 40.0%	40.1% or greater
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Women in management is broken down in global and home/main country operations. Catalyst assesses global data and refers back to Australian data where no global data is available. Catalyst accepts the company definitions of ‘management’ or ‘senior leadership’.

Policies and Practices

Number of Initiatives	No initiatives mentioned	1 or 2 initiatives	3 or 4 initiatives	5 or 6 initiatives	7 or 8 or more initiatives
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Initiatives: flexible working arrangements, job sharing, maternity pay, mentoring, board members championing gender equality, senior managers championing gender equality, career breaks and child care provisions.

Pay Gap

Pay Gap reporting	No details provided	General statement about gender pay gap. Ratios are not provided.	Ratios provided for key management personnel OR generic (workforce wide).	Ratios provided for key management personnel OR generic (workforce wide). PLUS breakdown for significant location OR operation is provided.	Ratios provided for key management personnel OR generic (workforce wide), a breakdown for significant location OR operation is provided. PLUS Detailed analysis is provided of reasons for any difference in ratio and an outline of policy measures to address is provided.
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