



Date Created: 01-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

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Northern Star Resources Ltd 43092832892

Northern Star Mining Services Pty Ltd 45149632968

# #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  
Policy; Strategy  
**Retention:** Yes  
Strategy  
**Performance management processes:** Yes  
Policy  
**Promotions:** Yes.  
Policy  
**Talent identification/identification of high potentials:** YesStrategy  
**Succession planning:** Yes  
Strategy  
**Training and development:** Yes  
Policy; Strategy  
**Key performance indicators for managers relating to gender equality:** NoOther  
**Other:** Remains under review.
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?  
YesPolicy; Strategy
4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

## Governing Bodies

**Organisation:** Northern Star Resources Ltd

**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair
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	Female (F)	Male (M)	Non-Binary
	0	1	0
<b>Member</b>			
	Female (F)	Male (M)	Non-Binary
	3	4	0

**4. Formal section policy and/or strategy:** Yes

Selected value: Policy

**6. Target set to increase the representation of women:** Yes

6.1 Percentage (%) of target: 30

6.2 Year of target to be reached: 2023-12-31

Selected value:

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:

**Organisation:** Kalgoorlie Consolidated Gold Mines Pty Ltd

**1. Name of the governing body:** Board of Directors

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
<b>Member</b>			
	Female (F)	Male (M)	Non-Binary
	3	4	0

**4. Formal section policy and/or strategy:** Yes

Selected value: Policy

**6. Target set to increase the representation of women: Yes**

**6.1 Percentage (%) of target: 30**

**6.2 Year of target to be reached: 2023-12-31**

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:**

**Organisation:** Northern Star (Carosue Dam) Pty Ltd

**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: Yes**

**6.1 Percentage (%) of target: 30**

**6.2 Year of target to be reached: 2023-12-31**

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:

**Organisation:** Northern Star Mining Services Pty Ltd

**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

Selected value: Policy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 30

**6.2 Year of target to be reached:** 2023-12-31

Selected value:

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

Selected value:

Date Created: 01-06-2023

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

In FY19, the Board set a measurable objective of achieving at least 30% of Directors of each gender by 31 December 2021 (in line with ASX Corporate Governance Council Corporate Governance Recommendation 1.5). This goal was achieved 2 years early, in November 2019

# #Action on gender equality

## Gender Pay Gaps

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

Yes

Strategy

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

Yes

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 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

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

2023-03-31

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

## Employer action on pay equality

**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)?**

Yes

**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

**1.2 Did you take any actions as a result of your gender remuneration gap analysis?**

No

No unexplained or unjustifiable gaps identified

### 1.3 What type of gender remuneration gap analysis has been undertaken?

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Salaries set by awards and enterprise agreements for large number of employees.

## Employee Consultation

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

Yes

- 1.1 How did you consult employees?

Consultative committee or group; Focus groups; Exit interviews

- 1.2 Who did you consult?

ALL staff

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

Yes

Policy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

5. 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



Date Created: 01-06-2023

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

Yes

Strategy

**1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:**

**A business case for flexibility has been established and endorsed at the leadership level**

No

Currently under development

**Estimated Completion Date: 2023-12-31**

**The organisation's approach to flexibility is integrated into client conversations**

No

**Employees are surveyed on whether they have sufficient flexibility**

No

**Employee training is provided throughout the organisation**

No

**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

No

**Flexible working is promoted throughout the organisation**

No

Currently under development

**Estimated Completion Date: 2023-12-31**

**Targets have been set for engagement in flexible work**

No

Currently under development

**Estimated Completion Date: 2023-12-31**

Date Created: 01-06-2023

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

No

**Leaders are held accountable for improving workplace flexibility**

No

**Leaders are visible role models of flexible working**

No

Currently under development

**Estimated Completion Date: 2023-12-31**

**Manager training on flexible working is provided throughout the organisation**

No

**Targets have been set for men's engagement in flexible work**

No

**Team-based training is provided throughout the organisation**

No

**Other: No**

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave: Yes**

SAME options for women and men Formal options are available

**Compressed working weeks: Yes**

SAME options for women and men Formal options are available; Informal options are available

**Flexible hours of work: Yes**

SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** No

Currently under development

**Estimated Completion Date:** 2023-12-31

**Remote working/working from home:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

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

Yes

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

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

# #Employee Support

## Paid Parental leave

**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 definition

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

Date Created: 01-06-2023

Permanent full-time and part-time employees who are entitled to Unpaid Parental Leave are entitled to a Parental Leave Payment during the period of leave. Primary Carers who have completed at least 12 months continuous service with the Company are entitled to a Parental Leave Payment up to 20 weeks depending on tenure. Secondary Carers who have completed at least 12 months service are entitled to a Parental Leave Payment up to 4 weeks depending on tenure.

Return to work benefits are available to Primary Carers who have received a Parental Leave Payment and include Return to Work Payments up to 6 weeks depending on tenure; superannuation top ups; and long service leave top ups.

## Support for carers

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

Yes

Strategy

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

**2.1. Employer subsidised childcare**

Yes

Available at SOME worksites

**2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

Yes

Available at ALL worksites

**2.3. Breastfeeding facilities**

Yes

Available at SOME worksites

**2.4. Childcare referral services**

Yes

Available at SOME worksites

**2.5. Coaching for employees on returning to work from parental leave**

Yes

Available at ALL worksites

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

Currently under development

**Estimated Completion Date:** 2023-12-31

**2.8. Information packs for new parents and/or those with elder care responsibilities**

Yes

Available at ALL worksites

**2.9. Parenting workshops targeting fathers**

No

Currently under development

**Estimated Completion Date:** 2023-12-31

**2.10. Parenting workshops targeting mothers**

No

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

No

**2.13. On-site childcare**

No

Insufficient resources/expertise

**2.14. Other details:** Yes

Available at ALL worksites

**Provide Details:** Superannuation top ups and long service leave top ups

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

- Employee Assistance Program is available to provide support to new or returning to work parents and/or carers.
- Co funding a childcare centre in Kalgoorlie to ensure our families have access to appropriate care in a regional centre
- In development: Fathering Project education program
- In addition to the information that goes into the information packs for people, we are also in talks with the Fathering Project about their fathering support skills program.

# Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

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

All Non-Managers

Yes

Voluntary question: All Non-Managers

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

Respect is a key part of the Company's values, and with recent media coverage on harassment in the resources industry, we used it as an opportunity to elevate focus on our Respect value, in addition to recognising how that behaviour is in conflict with all our values. Interactive prestarts have been delivered by senior leaders on site, giving statistics, what to look for, what to do and how to respond should an employee witness or experience gender based bullying, harassment or discrimination. It included reiteration of our support lines, whistleblower process and how to encourage people to engage when they see it happening to someone else. These pre-starts and content are now part of the Company's annual refresher training, on the conditions that we need to watch for that allow inappropriate behaviour to grow, and equipping our employees and management to have a conversation

## 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

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?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

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

Yes

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

Yes

**Emergency accommodation assistance**

No

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

No

**Flexible working arrangements**

Yes

**Offer change of office location**

No

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

Yes

### **Training of key personnel**

Yes

### **Referral of employees to appropriate domestic violence support services for expert advice**

Yes

### **Workplace safety planning**

Yes

### **Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

#### **Is the leave period unlimited?**

No

#### **Number of Days:**

10

### **Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

#### **Is the leave period unlimited?**

No

#### **Number of days:**

10

### **Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

#### **Is the leave period unlimited?**

No

#### **Number of Days:**

5

### **Access to unpaid leave**



Date Created: 01-06-2023

Yes

**Is the leave period unlimited?**

No

**Number of days:**

**Provide Details:** No

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

# Workplace Profile Table

Industry: Metal Ore Mining

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	34	179	0	0	213
	Full-time contract	1	2	0	0	3
	Part-time permanent	8	2	0	0	10
Professionals	Full-time permanent	125	340	20	61	546
	Full-time contract	1	18	7	15	41
	Part-time permanent	30	3	0	0	33
	Part-time contract	1	0	0	0	1
	Casual	14	55	0	0	69
Technicians And Trades Workers	Full-time permanent	106	656	3	15	785
	Full-time contract	1	7	8	45	61
	Part-time permanent	5	1	0	0	6
	Casual	1	2	0	0	3
Community And Personal Service Workers	Full-time permanent	9	7	0	0	16
Clerical And Administrative Workers	Full-time permanent	80	44	0	0	125
	Full-time contract	3	0	0	0	3
	Part-time permanent	16	0	0	0	16
	Casual	2	0	0	0	2
Machinery Operators And Drivers	Full-time permanent	254	677	0	0	934
	Full-time contract	26	31	0	0	58
	Part-time permanent	5	0	0	0	5
	Casual	18	5	0	0	23
Labourers	Full-time permanent	1	13	0	0	14
	Full-time contract	1	0	0	0	1

\* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Metal Ore Mining

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	4	6	10
GM	Full-time permanent	2	19	21
SM	Full-time permanent	6	32	38
OM	Full-time permanent	22	121	143
	Full-time contract	1	2	3
	Part-time permanent	8	2	10

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Metal Ore Mining

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	6	47	53
			Non-managers	114	271	386
		Fixed-Term Contract	Non-managers	1	4	6
	Part-time	Permanent	Managers	2		2
			Non-managers	4		4
	N/A	Casual	Non-managers		4	4
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		10	10
			Non-managers	16	37	53
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	5		5
	N/A	Casual	Non-managers		2	2
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	3	30	33
			Non-managers	231	643	874
		Fixed-Term Contract	Managers	1	3	4
			Non-managers	28	77	105
	Part-time	Permanent	Non-managers	6	1	7
		Fixed-Term Contract	Non-managers	1		1
N/A	Casual	Non-managers	17	57	74	

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Metal Ore Mining

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	6	36	42
			Non-managers	167	496	663
		Fixed-Term Contract	Managers		3	3
			Non-managers	14	26	48
		Part-time	Permanent	Managers	1	
	Non-managers			8	1	9
	N/A	Casual	Non-managers	4	3	7
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1	1
Non-managers				24	7	31
Part-time		Permanent	Managers	1		1
			Non-managers	17	1	18
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		7	7
			Non-managers		33	33
		Fixed-Term Contract	Non-managers		4	4

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Metal Ore Mining

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	4	4

\* Total employees includes Non-binary