2022 - 23 Gender Equality Reporting

Submitted By:

Nick Scali Limited 82000403896

Plush-Think Sofas Pty Ltd 55080012595

#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

   Retention: Yes

   Strategy

   Performance management processes: Yes

   Strategy

   Promotions: Yes.

   Policy

   Talent identification/identification of high potentials: YesStrategy

   Succession planning: No

   Insufficient resources/expertise; Not a priority

   Training and development: Yes

   Strategy

   Key performance indicators for managers relating to gender equality: NoNot a priority

2. **Do you have a formal policy and/or formal strategy in place that supports gender equality overall?**

   YesPolicy

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

   <p>The Group has a same pay for same job policy across all roles when recruiting and promoting. The Company's Workplace Diversity and Inclusion Policy articulates that accessability to employment opportunities based on merit, harassment or discrimination is a top priority and that fair and equitable remuneration practices are applied.</p>

Governing Bodies

Organisation: Nick Scali Limited

1.Name of the governing body: Board of Directors

2.Type of the governing body: Other governing body/authority

3.Specified governing body type: Parent Company, Group Level, Nick Scali Limited Board of Directors

Number of governing body chair and member by gender:

Chair

	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	0

4.Formal section policy and/or strategy: No

Selected value: Not a priority

6. Target set to increase the representation of women: No

Selected value:

Not a priority

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: Not a priority

Organisation: Plush-Think Sofas Pty Ltd
1.Name of the governing body: Board of Directors
2.Type of the governing body: Other governing body/authority

3.Specified governing body type: Parent Company, Group Level, Nick Scali Limited Board of Directors

Number of governing body chair and member by gender:

Chair			
	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	0

4.Formal section policy and/or strategy: No

Selected value: Not a priority

6. Target set to increase the representation of women: No

Selected value:

Not a priority

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: Not a priority

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

<p>Plush - Think Sofas Pty Ltd does not have a Board of Directors in its own right, it is governed by the Board of Directors of Nick Scali Limited at a Group level.</p>

#Action on gender equality

Gender Pay Gaps

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

   Policy

   1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?
   No Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

2. **What was the snapshot date used for your Workplace Profile?**
   2023-05-01

4. **If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**
   <p>Same pay is applied for all genders for the same role/ job.</p>

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)?**
   No

Salaries for ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)

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?**
   NoInsufficient resources/expertise

2. **Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**
   No
   Insufficient resources/expertise

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?**
   Yes
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

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

No

Not a priority

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 menFormal options are available

   Compressed working weeks: No
   Not a priority
   Flexible hours of work: No
   Not a priority
   Job sharing: No

   Not a priority

   Part-time work: Yes
   SAME options for women and menFormal options are available

   Purchased leave: No
   Not a priority
   Remote working/working from home: No
   Not a priority
   Time-in-lieu: Yes
   SAME options for women and men

   Formal options are available

   Unpaid leave: No
   Not a priority
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?**

   No

   Government scheme is sufficient

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.**

Support for carers

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

   No

   Included in award/industrial or workplace agreement

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

   2.1. **Employer subsidised childcare**

   No

   Not a priority

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

   No

   Not a priority

   2.3. **Breastfeeding facilities**

   No

   Not a priority

   2.4. **Childcare referral services**

   No

   Not a priority

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

   No

   Not a priority

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

   No

   Not a priority

   2.7. **Internal support networks for parents**

No

Not a priority

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

No

Not a priority

2.9. Parenting workshops targeting fathers

No

Not a priority

2.10. Parenting workshops targeting mothers

No

Not a priority

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

No

Not a priority

2.12. Support in securing school holiday care

No

Not a priority

2.13. On-site childcare

No

Not a priority

2.14. Other details: Yes

Available at ALL worksites

Provide Details: Keep in touch program whilst on parental leave. Employee Assistance Program (EAP) available to all staff.

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

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?

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.

<p>Anti-discrimination, bullying, harassment and sexual harassment training module and policy sign off completed by all staff on an annual basis. </p>

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?

No

Insufficient resources/expertise

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

No

Not a priority

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

Insufficient resources/expertise

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

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Insufficient resources/expertise

Training of key personnel

Yes

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

Yes

Workplace safety planning

No

Not a priority

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

No

Not a priority

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)

No

Not a priority

Access to unpaid leave

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**

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	4	3	7
			Non-managers	24	29	53
	Part-time	Permanent	Non-managers	21	17	38
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	4	3	7
			Non-managers	24	29	53
	Part-time	Permanent	Non-managers	21	17	38
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	2	1	3
			Non-managers	106	122	228
	Part-time	Permanent	Non-managers	182	117	299
	N/A	Casual	Non-managers	54	76	130

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

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		2	2
			Managers	5	4	9
			Non-managers	74	66	140
	Part-time	Permanent	Non-managers	116	63	179
	N/A	Casual	Non-managers	38	34	72
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	5		5
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		1	1
	Part-time	Permanent	Non-managers		1	1

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

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	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Other Store-Based Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	4	23	0	0	27
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	11	2	0	0	13
Technicians And Trades Workers	Full-time permanent	0	24	0	0	24
Clerical And Administrative Workers	Full-time permanent	42	24	0	0	66
	Part-time permanent	0	1	0	0	1
	Casual	14	3	0	0	17
Sales Workers	Full-time permanent	80	98	0	0	178
	Part-time permanent	139	103	0	0	242
	Casual	51	39	0	0	90
Machinery Operators And Drivers	Full-time permanent	1	28	0	0	29
	Part-time permanent	0	1	0	0	1
	Casual	1	28	0	0	29

* Categorised 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: Other Store-Based Retailing

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	1	2
GM	Part-time permanent	1	0	1
SM	Full-time permanent	1	4	5
OM	Full-time permanent	2	17	19

* Total employees includes Non-binary