

# Employer Public Report

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## Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

## Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



# Workplace Overview

## Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

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### 1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Strategy

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#### 1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Training and development; Talent identification/identification of high potentials; Other

**Provide details:** The strategy is under development pending board approval

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### 1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy

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#### 1.2a Do the formal policies and/or formal strategies include any of the following?

Cultural and/or language background; Disability and/or accessibility

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### 1.3 Does your organisation have any targets to address gender equality in your workplace?

No

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

A Gender Equality Strategy was developed in 2024. The rollout of the strategy has been reviewed and will be executed in 2025. The Strategy includes the following: • Provides a framework strategy document encompassing existing relevant group policies; Diversity & inclusion, Bullying Harassment & Ant-Discrimination Policy and the Code of Conduct. •



Additional training on awareness about gender quality, unconscious bias, and inclusive behaviour. • The principle of equal remuneration for comparable roles without regard to gender • Provide equal opportunities for all employees, regardless of gender identity or expression in recruitment, hiring, promotion, training, compensation, and other employment practices.



# Workplace Overview

## Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

### 1.5 Identify your organisation/s' governing body or bodies.

**Organisation:** Plush-Think Sofas Pty Ltd

#### A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

#### B. What is the name of your governing body?

Board of Directors - Nick Scali Limited

#### C. What type of governing body does this organisation have?

Board of Directors

#### D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	2

#### E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

**Selected value:** Policy

##### E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

#### F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



No

**G. Has a target been set on the representation of women on this governing body?**

No

**Selected value:** Other

**Other value:** The Board considers diversity of attributes and skills when assessing the Board composition and currently 40% of the Board are women which meets or exceeds the ASX Corporate Governance Council guidelines women composition on Boards.

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Other

**Provide Details:** The Board considers diversity of attributes and skills when assessing the Board composition and currently 40% of the Board are women which meets or exceeds the ASX Corporate Governance Council guidelines women composition on Boards.

**Organisation:** Nick Scali Limited

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**B. What is the name of your governing body?**

Board of Directors - Nick Scali Limited

**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	2



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**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

**Selected value:** Policy

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**E.1 Do the formal policies and/or formal strategies include any of following?**

Gender diversity and inclusion

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**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

.....

**G. Has a target been set on the representation of women on this governing body?**

No

**Selected value:** Other

**Other value:** The Board considers diversity of attributes and skills when assessing the Board composition and currently 40% of the Board are women which meets or exceeds the ASX Corporate Governance Council guidelines women composition on Boards.

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**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Other

**Provide Details:** The Board considers diversity of attributes and skills when assessing the Board composition and currently 40% of the Board are women which meets or exceeds the ASX Corporate Governance Council guidelines women composition on Boards.

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**1.6 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

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

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### 2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy

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#### 2.1a Do the formal policies and/or formal strategies include any of the following?

Other (provide details)

**Other:** The company's Diversity and Inclusion policy outlines Manager's responsibility in relation to recruiting, evaluating performance and remuneration. The policy also outlines that the company will support fair and equitable remuneration practices.

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### 2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

No

Other

**Provide details:** Salaries for employees are set by awards or industrial agreements with the same rates of pay irrespective of gender. Award-free employees are paid competitive salaries based on market benchmark rates.

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### 2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

The majority of employees working for Nick Scali Ltd are remunerated based on the relevant award. The Diversity and Inclusion Policy supports fair and equitable remuneration practices.





# Action on Gender Equality

## Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

No

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### 2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

No

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### 2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.

The Diversity and Inclusion Policy requires Managers to actively listen and be open minded when discussions about diversity and inclusion occur and consult the Human Resources for support when issues arise and to report matters of diversity and inclusion to their attention to Human Resources for investigation and resolution and ensure that individuals who report matters are not unfavourably disadvantaged because of such reports. The Company also has a Whistleblower Policy as an avenue for employees to raise concerns on a protected basis.



# Flexible Work

## Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

### 3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

No

### 3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	No	No
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	No	No
Working fully remote (no regular days worked in office)	No	No
Reduced hours or part-time work	No	Yes
Job sharing arrangements	No	No
Purchased leave	No	No
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

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

The Company is a retailer open to the public for fixed periods during the day. The Company's operating model is not compatible with flexible working. The Company provides various types of leave to support employees and considers requests to transition to casual or part-time work requests subject to the needs of the business.



# Employee Support for Parents and Carers

## Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

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### 4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

No

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### 4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

No

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



# Employee Support for Parents and Carers

## Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

### 4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

No

### 4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	No
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No
Internal support networks for parents and/or carers	No
Targeted communication mechanisms (e.g. intranet forums)	No
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No



Support mechanism	Answer
Breastfeeding facilities	No
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes



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



## Harm Prevention

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

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

#### 5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy

##### 5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Protection from adverse action based on disclosure of sexual harassment and discrimination; Other

**Provide Details:** The policy defines bullying, harassment and sexual harassment defining clear consequences for employees who engage in bullying, harassment, and/or sexual harassment. The group also provides training to all new hires.

##### 5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

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

Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	No	No
All non-managers	Yes	No	No	No



The Governing Body	Yes	No	No
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### 5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders;  
Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact

### 5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

#### Members of the governing body

Yes

;Other

**Provide Details:** The board approves company's policies as well as the Corporate Governance Statement available on the Company website which includes Board information on the Company's approach to diversity and reports the proportions of women and men in the Group annually

#### Chief Executive Officer or equivalent

No

### 5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

No

**You may indicate it is under development:**Currently under development

**Estimated completion date:** 2026-12-01

### 5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Reasonable adjustments to work conditions





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**5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose anonymously

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**5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**

No

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**5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?**

Governing body

No

CEO or equivalent

No

Key Management Personnel

No

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**5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.**

All whistleblower reports are reported to the audit and risk committee when they occur.



# Harm Prevention

## Family or Domestic Violence

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

No

**5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	No
Flexible working arrangements	No
Workplace safety planning	no
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	No
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	No
Emergency accommodation assistance	No

**5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?**

**Access to paid domestic violence leave?**

Yes

**Is it unlimited?**

No

**Do you offer paid family and domestic violence leave by negotiation or as needed?**

Yes

**How many days of paid domestic violence leave?**

10



Access to unpaid domestic violence leave?

No

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



## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Corporate group of:** Nick Scali Limited  
**Total group employee count:** 689

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	54	98	0	0	152
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	10	12	0	0	22
	Casual	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	0	11	0	0	11
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	32	14	0	0	46
	Part-time permanent	2	1	0	0	3
	Casual	2	2	0	0	4
Sales Workers	Full-time permanent	5	5	0	0	10
	Part-time permanent	172	160	0	0	332
	Casual	13	21	0	0	34
Machinery Operators And Drivers	Full-time permanent	1	26	0	0	27
	Part-time permanent	0	1	0	0	1
	Casual	15	27	0	0	42

\* Total employees includes Non-binary

**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	1	2	0	0	3
GM	Full-time permanent	1	1	0	0	2
SM	Full-time permanent	1	3	0	0	4
OM	Full-time permanent	51	91	0	0	142
	Part-time permanent	2	0	0	0	2

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			13	14		1	28
Part-time	Permanent					4	10	14
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			13	11			24
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					2	1	3
Part-time	Permanent					3	4	7
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		2	12	19	29	16	78
Part-time	Permanent					134	130	264
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					9	46	55

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			8	17	22	25	72
Part-time	Permanent					81	67	148
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					7	21	28

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1		3		4
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary