



WORKPLACE GENDER EQUALITY AGENCY GENDER DIVERSITY REPORT - 2023

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Acumentis®

Acumentis Gender Diversity Reports - 2023

Introduction

The Workplace Gender Equality Act 2012 requires non-public sector employers with 100 or more employees to submit a report to the Workplace Gender Equality Agency (“WGEA”).

Acumentis submitted its report covering the period 1 April 2022 to 31 March 2023 to the WGEA on 30 June 2023.

To comply with the reporting requirements, Acumentis is required:

- inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- provide access to the public data to employees and members or shareholders
- inform employee organisations with members in its workplace that the report has been lodged
- inform its employees and those employee organisations with members in its workplace of the opportunity to comment on the report to the employer or the Agency.

The public data includes all non-confidential data provided in each component of your report. This data is reported in the following reports, available in the 'Data and Insights' tab of the Portal:

- Public Workplace Profile
- Public Workforce Management Statistics
- Public Questionnaire

The purpose of this report is to satisfy the requirements for providing access to the data.



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Public Workplace Profile – Table 1

Industry: Property Operators and Real Estate Services

Occupational category ¹	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees ²
		Female	Male	Female	Male	
Managers	Full-time permanent	10	49	-	-	59
	Part-time permanent	1	3	-	-	4
Professionals	Full-time permanent	22	98	14	15	149
	Part-time permanent	10	9	2	1	22
	Casual	-	1	-	-	1
Clerical and Administrative Workers	Full-time permanent	38	2	-	-	40
	Part-time permanent	14	-	-	-	14
	Casual	5	-	-	-	5
Labourers	Casual	-	1	-	-	1

1. Categorized using ANZSCO major codes (this means Professionals who are also Managers are categorised as Professionals)
2. Total employees include Gender X



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Public Workplace Profile – Table 2

Industry: Property Operators and Real Estate Services

Manager category	Employment Status	No. of employees		
		Female	Male	Total ¹
CEO	Full-time permanent	-	1	1
Key Management Personnel (KMP)	Full-time permanent	2	3	5
Head of Business (HOB)	Full-time permanent	1	13	14
	Part-time permanent	-	1	1
Senior Managers	Full-time permanent	4	18	22
	Part-time permanent	1	2	3
Other Managers	Full-time permanent	3	14	17

1. Total employees include Gender X



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Public Workforce Management Statistics

Industry: Property Operators and Real Estate Services

Question	Contract Type	Employment Type	Manager Category	No. of employees		
				Female	Male	Total ¹
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	Part-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	N/A	Casual	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	1	1
			Non-managers	4	7	11
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	Part-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	N/A	Casual	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-



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Public Workforce Management Statistics (continued)

Industry: Property Operators and Real Estate Services

Question	Contract Type	Employment Type	Manager Category	No. of employees		
				Female	Male	Total ¹
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	1	1	2
			Non-managers	9	22	31
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	Part-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	1	1
			Non-managers	3	1	4
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	N/A	Casual	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
4. How many employees (including partners with an employment contract voluntarily resigned?)	Full-time	Permanent	CEO, KMPs and HOBs	-	2	2
			Managers	1	3	4
			Non-managers	24	26	50
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	Part-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	5	2	7
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	N/A	Casual	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-

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Public Workforce Management Statistics (continued)

Industry: Property Operators and Real Estate Services

Question	Contract Type	Employment Type	Manager Category	No. of employees		
				Female	Male	Total ¹
5. How many employees have taken primary carer's parental leave (paid an/or unpaid?)	Full-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	4	-	4
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	Part-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	1	1
			Non-managers	2	-	2
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	N/A	Casual	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs and HOBs	-	2	2
			Managers	-	1	1
			Non-managers	6	3	9
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	Part-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	2	-	2
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	N/A	Casual	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-

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Public Workforce Management Statistics (continued)

Industry: Property Operators and Real Estate Services

Question	Contract Type	Employment Type	Manager Category	No. of employees		
				Female	Male	Total ¹
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	1	-	1
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-
	Part-time	Permanent	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	1	-	1
		Fixed-Term Contract	CEO, KMPs and HOBs	-	-	-
			Managers	-	-	-
			Non-managers	-	-	-

1. Total employees include Gender X



#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

Policy; Strategy

Performance management processes: Yes

Policy; Strategy

Promotions: Yes.

Policy; Strategy

Talent identification/identification of high potentials: Yes Policy; Strategy

Succession planning: Yes

Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: Yes Strategy

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

Yes Policy; 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: Acumentis Group Limited

1.Name of the governing body: Statutory Board

2.Type of the governing body: 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
	1	2	0

4.Formal section policy and/or strategy: Yes

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

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?

Yes

Selected value: Policy

Organisation: Acumentis Management Pty Ltd

1.Name of the governing body: Group Executive Directors

2.Type of the governing body: Management committee

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 3	Non-Binary 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: 40

6.2 Year of target to be reached: 30/06/2025

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?

Yes

Selected value: Policy; Strategy

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

#Action on gender equality

Gender Pay Gaps

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

No

Currently under development

Estimated completion date: 2024-02-01

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

30/05/2023

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?

Yes

Analysed commencement salaries by gender to ensure there are no pay gaps;
Analysed performance pay to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the executive

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

A like-for-like gap analysis; A by-level gap analysis; An overall organisation-wide gender pay gap

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?
Yes
1.1 How did you consult employees?
Survey
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; Strategy
3. On what date did your organisation share your last year's public reports with employees and shareholders?
Employees:
Yes
Date:05/07/2022

Shareholder:
Yes
Date:05/07/2022
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?

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Yes

Policy; 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

Yes

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

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

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

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

Yes

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

Yes

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

Yes

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Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

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

Yes

Team-based training is provided throughout the organisation

Yes

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; Informal 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

Part-time work: Yes

SAME options for women and men

Purchased leave: Yes

SAME options for women and men Formal options are available

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; Informal 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?

No

Government scheme is sufficient

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?

Yes

Policy

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

2.1. Employer subsidised childcare

No

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

No

Insufficient resources/expertise

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Insufficient resources/expertise

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

Yes

Available at ALL worksites

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: 2024-06-30

2.10. Parenting workshops targeting mothers

No

Currently under development

Estimated Completion Date: 2024-06-30

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

2.14. Other details: No

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; Strategy

- 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 Managers:

Yes

At induction

Annually

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.

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; Strategy

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

Yes

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

Yes

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Flexible working arrangements

Yes

Offer change of office location

Yes

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

How many days are provided?

10

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

No

Insufficient resources/expertise

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

Yes

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Is the leave period unlimited?

Yes

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Other: No

Provide Details:

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