



A.

Workplace Gender Equality Agency
Gender Diversity Report 2024

Acumentis Group Limited

ASX: ACU

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1 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 2023 to 31 March 2024 to the WGEA on 30 June 2024.

To comply with the reporting requirements, Acumentis is required to:

- 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:

- 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.

2 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	14	48	0	0	62
	Part-time permanent	0	2	0	0	2
Professionals	Full-time permanent	31	86	6	14	137
	Part-time permanent	13	6	3	2	24
	Casual	1	1	0	0	2
Clerical and Administrative Workers	Full-time permanent	37	2	0	0	39
	Part-time permanent	9	0	0	0	9
	Casual	1	0	0	0	1

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

3 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	0	1	1
Key Management Personnel (KMP)	Full-time permanent	2	3	5
Senior Managers (SM)	Full-time permanent	9	32	41
	Part-time permanent	0	2	2
Other Managers (OM)	Full-time permanent	3	12	15

1. Total employees include non-binary

4 Public Workforce Management Statistics Table

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	0	0	0
			Managers	1	2	3
			Non-managers	10	17	27
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs and HOBs	2	0	2
			Managers	0	1	1
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

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	0	1	1	
			Managers	4	3	7	
			Non-managers	14	16	30	
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Part-time	Permanent	CEO, KMPs and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	7	1	8
	Fixed-Term Contract		CEO, KMPs and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	2	1	3	
4. How many employees (including partners with an employment contract voluntarily resigned?)	Full-time	Permanent	CEO, KMPs and HOBs	0	0	0	
			Managers	0	2	2	
			Non-managers	18	31	49	
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Part-time	Permanent	CEO, KMPs and HOBs	0	1	1
				Managers	0	0	0
				Non-managers	6	2	8
	Fixed-Term Contract		CEO, KMPs and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	2	1	3	

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	0	0	0
			Managers	0	0	0
			Non-managers	5	0	5
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid?)	Full-time	Permanent	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0



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	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

1. Total employees include non-binary.

5 Public Questionnaire

5.1 Workplace Overview – Policies & Strategies

5.1.1 Governing Body

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

Yes

- Policy
- Strategy

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

- Recruitment
- Retention
- Performance management processes
- Promotions
- Succession planning
- Training and development
- Talent identification / identification of high potentials
- Key performance indicators for managers relating to gender equality
- Gender and other aspects of diversity

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

Yes.

- Reduce the organisation-wide gender pay gap
- Increase the number of women in management positions
- Increase the number of women in male-dominated roles
- Increase the number of men taking parental leave
- Increase the number of men utilising flexible work arrangements
- To have a gender balanced governing body (at least 40% men and 40% women).

1.4 Identify your organisation/s' governing body or bodies

Organisation: Acumentis Group Limited

A. To your knowledge, is the 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

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)	X
Chair	0	1	0
Members (excluding chairs)	2	2	0

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 - Policy

E1. Do the formal policies and/or formal strategies include any of the following?

- Selection process for governing body members
- Broad advertisement of governing body positions
- Gender diversity on candidate shortlists
- Succession planning for the governing body
- Gender and other aspects of diversity

F. Does the organisation’s governing body have limits on the terms of its Chair and/or members?

Yes

For the Chair: 3 years

For the Members: 3 years

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

Yes

G.1 Percentage of target: 40

G.2 Year of target to be reached: 30 June 2024.

5.1.2 Management Committee

Organisation: Acumentis 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?

Group Executive Directors

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

Management committee

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

	Female (F)	Male (M)	X
Chair	0	1	0
Members (excluding chairs)	2	3	0

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

- Selection process for governing body members
- Broad advertisement of governing body positions
- Gender diversity on candidate shortlists
- Succession planning for the governing body
- Gender and other aspects of diversity

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

No

For the Chair: N/A

For the Members: N/A

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

No

G.1 Percentage of target: N/A

G.2 Year of target to be reached: N/A

5.2 Pay Equity & Gender Pay Gap

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
- Strategy

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

- To achieve gender pay equity.
- To close the gender pay gap.
- 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 implement and/or maintain a transparent and rigorous performance assessment process.

Other

- Flexible and part-time working is available to everyone.
- Unconscious bias training.
- Paid parental leave and benefits.

2.2 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

2.2a What type of gender remuneration gap analysis has been undertaken?

- A like for like gap analysis which compares the same or similar roles of equal or comparable value.
- A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category.
- An overall gender pay gap analysis which compares the difference between women's and men's average pay and composition across the whole organisation.

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months.

2.2c Did you take any actions as a result of your gender remuneration gap analysis?

Yes

- Created a pay equity strategy or action plan.
- Identified cause/s of the gaps.
- Reviewed remuneration decision-making processes.
- 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.)
- Analysed performance ratings to ensure there is no gender bias (including unconscious bias.)
- Set targets to reduce any gender pay gaps.
- Reported pay equity metrics (including gender pay gaps) to the governing body.
- Reported pay equity metrics (including gender pay gaps) to the Executive.
- Reported pay equity metrics (including gender pay gaps) to all employees.
- Reported pay equity metrics (including gender pay gaps) externally.
- Trained people-managers in addressing gender bias (including unconscious bias).
- Corrected instances of unequal pay.

Acumentis has procured the **equidi** platform to ensure key gender metrics are considered and analysed as part of Acumentis remuneration process. Acumentis is committed to ensuring all remuneration matters are viewed through a gender equity lens.

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

Yes

2.4a How did you consult employees?

- Employee experience survey
- Consultative committee or group
- Exit interviews
- Performance discussions
- All staff meeting

2.4b Who did you consult?

ALL staff

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?

Yes

- Policy
- Strategy

2.6 Did your organisation/s share last year's public report/s with employees and shareholders?

Yes

2.7 Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?

Yes

5.3 Flexible Work

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

Yes

- Policy
- Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

- A business case for flexibility has been established and endorsed at the leadership level.
- Leaders are visible role models of flexible working.
- Flexible working is promoted throughout the organisation.
- Targets have been set for engagement in flexible work.
- Leaders are held accountable for improving workplace flexibility.
- Manager training on flexible working and remote/hybrid teams is provided throughout the organisation.
- Employee training on flexible working and remote/hybrid teams is provided throughout the organisation.
- Team-based training on flexible working is provided throughout the organisation.
- Employees are surveyed on whether they have sufficient flexibility.
- The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement).
- Flexible work offerings are available to all employees, with a default approval bias (all roles flex approach).
- All team meetings are offered online.
- Managers receive support to conduct performance evaluations that are not influenced by the work location of the employee (proximity bias).

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 Formal options available	MANAGERS Informal options available	NON-MANAGERS Formal options available	NON-MANAGERS Information options available	No
Flexible hours of work	Yes	No	Yes	No	No
Compressed working weeks	Yes	No	Yes	No	No
Time-in-lieu	Yes	No	Yes	No	No
Remote working/working from home	Yes	No	Yes	No	No
Part time work	Yes	No	Yes	No	No
Job sharing	No	No	No	No	Yes
Purchased leave	Yes	No	Yes	No	No
Unpaid leave	Yes	No	Yes	No	No

3.3 Managers receive appropriate support to conduct performance evaluations that are not influenced by the work location of the employee?

Yes

5.4 Employee Support

4.1 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.

4.1.2 Do you provide employer-funded primary carers leave in addition to any government funded parental leave scheme?

No.

4.1.3 Do you provide employer-funded secondary carers leave in addition to any government funded parental leave scheme?

No.

4.2 Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their manager).

No.

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

Yes – policy.

4.4a Do the formal policies and/or formal strategies include any of the following?

- Gender inclusive language when referring to carers.
- Support for all carers (e.g. carers of children, elders, people with disability).
- Paid Parental leave.
- Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities.
- Job redesign to support family or caring responsibilities.
- Extended carers leave and/or compassionate leave,

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

Support Mechanism	Yes, at some worksites	Yes, at all worksites	No
Breastfeeding facilities	Yes	No	No
Information packs for those with family and/or caring responsibilities	No	Yes	No
Referral services to support employees with family and/or caring responsibilities	No	Yes	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No	Yes	No
Internal support network for parents and/or carers	No	Yes	No
Targeted communication mechanisms (e.g. intranet / forums)	No	Yes	No
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No	Yes	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	No	Yes
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No	No	Yes
On-site childcare	No	No	Yes
Employer subsidised childcare	No	No	Yes
Support in securing school holiday care	No	No	Yes
Parenting workshop targeting mothers	No	No	Yes
Parenting workshop targeting fathers	No	No	Yes
Keep in touch programs for carers on extended leave and/or parental leave	No	Yes	No
Access to counselling and external support for carers (e.g. EAP)	No	Yes	No

5.5 Harm Prevention

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
- Strategy

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

- A statement on the positive duty of the employer to provide a safe workplace, free of sexual harassment.
- Leadership accountabilities and responsibilities for prevention and response to sexual harassment.
- Expectations of manager and non-manager training on respectful workplace conduct and sexual harassment.
- Process to disclose, investigate and manage any sexual harassment.
- The frequency and nature of reporting to the governing body and management on sexual harassment.
- Expectations of safety, respect and inclusive conduct in recruitment materials, contracts and performance management.
- Guidelines for human resources or other designated responding staff on confidentiality and privacy. Inclusive and respectful behaviour is part of regular performance evaluation.
- How risks will be identified and assessed, and how control measures will be monitored, implemented and reviewed.
- Process for development and review of the policy, including consultation with employees, unions or industry groups.

5.2 (If you have answered no at question 5.1, please go to question 5.3.) Have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

	Yes	No
By the Governing Body	Yes	
By the CEO (or equivalent)	Yes	

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

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

5.3a 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.
- The drivers and contributing factors of sexual harassment.
- Bystander training.
- Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring.
- Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment.

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

- Culture is set and role modelled by leaders – the tone from the top of the organisation should promote an organisation that is respectful, safe and inclusive, and should be backed up by action.

Examples of communication could include:

- Regular agenda items at meetings between the governing body and CEO or equivalent.
- Statements from the governing body or CEO in annual reports.
- Statements at events or prior to large events (such as work Christmas parties or conferences).
- Regular email communication to staff.

Members of the governing body

- Yes
- Other communications are made annually

Chief Executive Officer or equivalent

Yes - The expectations of the CEO or equivalent is made explicit at inductions.

5.5 Does your workplace health and safety risk management process include any of the following:

- Identification and assessment of the specific workplace and industry risks of sexual harassment.
- Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share a premises with).
- Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions.

5.5a What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Train people managers in prevention of sexual harassment.

5.6 From the following list, what do you provide to support workers involved in and affected by sexual harassment?

- Trained, trauma-informed support staff/contact officers.
- Confidential external counselling (e.g. EAP).
- Reasonable adjustments to work conditions.

5.7 From the following list, 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 to disclose anonymously.
- Special procedures for disclosures about organisational leaders and board member.
- Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring.

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

Yes

- Number of formal disclosures or complaints made in a year.
- Anonymous disclosures through a staff survey.
- Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator; Outcomes of investigations.

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

- Sexual harassment, harassment on the ground of sex or discrimination should be monitored by governing bodies and management. Reports may include prevalence risks, and nature of workplace sexual harassment;
- Organisational action taken to prevent and respond to sexual harassment; outcomes and effectiveness of responses, including consequences for perpetrators; and
- Analysis of trends and data in the workplace and broader industry.

Head of Business (HOB):

The CEO or equivalent of a subsidiary organisation within your corporate group.

An employee who has strategic control and direction over a substantial part of the business, but whose responsibilities do not extend across an entire corporate group, such as the head of a brand within a group.

Key Management Personnel (KMP):

Yes

Cohort	Regularly / at every meeting	Multiple times per year	Annually
Governing body	No	Yes	No
CEO, HOBs	No	Yes	No
KMPs	No	Yes	No
All managers	No	No	No

5.9a Do your reports on sexual harassment to governing body and management include any of the following?

- Organisational action to prevent and respond to sexual harassment.
- Outcome of reports of sexual harassment.
- Consequences for perpetrators of sexual harassment.

5.5.1 Harm Prevention – Family or Domestic Violence

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

Yes

- Policy
- strategy

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

Type of support	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
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)	Yes
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	Yes
Emergency accommodation assistance	Yes

5.13 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
How many days of paid domestic violence leave?	10
Access to unpaid domestic violence leave?	Yes
Is it unlimited?	Yes



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