



Date Created: 31-08-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

Pacific Energy Group Holdings Ltd 22009191744

Pacific Energy (Hydro) Pty Ltd 86004474186

Pacific Energy (Kps) Pty Ltd 92134226056

Pacific Energy Pty Ltd 48081538258

HYBRID SYSTEMS PTY LTD 29609605987

MVLV Power Solutions Pty Ltd 86603490268

CPE SWITCHBOARDS PTY LTD 30636191305

#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: No

Other

Other: Contained in Diversity and Equal Opportunity Policy

Retention: No

Currently under development

Estimated Completion Date: 2023-12-31

Performance management processes: Yes

Policy

Promotions: Yes.

Strategy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Policy

Key performance indicators for managers relating to gender equality: NoCurrently under development

Estimated Completion Date: 2023-12-31

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: Pacific Energy Group Holdings Ltd

1.Name of the governing body: Pacific Energy 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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 2	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Other

Other value: Contained in board charter.

Details why there is no control over governing body/appointments:

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Not aware of the need

Other 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: Not aware of the need

Other value:

Organisation: Pacific Energy (Hydro) Pty Ltd

Date Created: 31-08-2023

1.Name of the governing body: Pacific Energy 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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 2	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Other

Other value: Contained in the charter

Details why there is no control over governing body/appointments:

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Not aware of the need

Other 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: Not aware of the need

Other value:

Organisation: Pacific Energy (Kps) Pty Ltd

1.Name of the governing body: Pacific Energy 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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 2	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value: Other

Other value: Contained in the board charter

Details why there is no control over governing body/appointments:

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Not aware of the need

Other 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: Not aware of the need

Other value:

Organisation: Pacific Energy Pty Ltd

1. Name of the governing body: Pacific Energy 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
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	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	2	0

4. Formal section policy and/or strategy: No

Selected value: Other

Other value: Contained in the board charter

Details why there is no control over governing body/appointments:

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Not aware of the need

Other 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: Not aware of the need

Other value:

Organisation: HYBRID SYSTEMS PTY LTD

1. Name of the governing body: Pacific Energy 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
Member			
	Female (F)	Male (M)	Non-Binary
	2	2	0

4. Formal section policy and/or strategy: No

Selected value: Other

Other value: Contained in the board charter

Details why there is no control over governing body/appointments:

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Not aware of the need

Other 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: Not aware of the need

Other value:

Organisation: MVLV Power Solutions Pty Ltd

1. Name of the governing body: Pacific Energy 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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 2	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value: Other

Other value: Contained in the board charter

Details why there is no control over governing body/appointments:

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Not aware of the need

Other 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: Not aware of the need

Other value:

Organisation: CPE SWITCHBOARDS PTY LTD

1.Name of the governing body: Pacific Energy 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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 2	Male (M) 2	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Other

Other value: Contained in the board charter

Details why there is no control over governing body/appointments:

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

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Not aware of the need

Other 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: Not aware of the need

Other value:

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?

Yes

Policy; Strategy

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

NoCurrently under development

Estimated completion date: 2023-12-31

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

31/03/2023

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

Date Created: 31-08-2023

- 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?**

More than 2 years ago but less than 4 years ago

- 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?**

A like-for-like gap analysis

- 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?**

No Not a priority

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

No

Currently under development

Estimated Completion Date: 31/12/2023

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

Employees:

Yes

Date:

Shareholder:

- 4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?**

Don't know

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?

Yes

Policy

- 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)

No

Currently under development

Estimated Completion Date: 2023-12-31

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Not aware of the need

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

No

Currently under development

Estimated Completion Date: 2023-12-31

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

No

Currently under development

Estimated Completion Date: 2023-12-31

Leaders are held accountable for improving workplace flexibility

No

Not aware of the need

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Not aware of the need

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

No

Not aware of the need

Team-based training is provided throughout the organisation

No

Not aware of the need

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: No

Not a priority

Job sharing: No

Not a priority

Part-time work: Yes

SAME options for women and men Formal options are available

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

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?**

No

Other

Other: Not considered yet

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

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

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

No

- 2.7. Internal support networks for parents**

No

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

No

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

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

No

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

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

No

Currently under development

Estimated Completion Date: 2023-12-31

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

Varies across business units

Other

Provide Details: Leadership development program

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

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 aware of the need

Confidentiality of matters disclosed

Yes

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

No

Currently under development

Date Created: 31-08-2023

Estimated Completion Date: 2023-12-31

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

Yes

Emergency accommodation assistance

No

Not aware of the need; Other

Provide Details: Would provide support if require

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

No

Not aware of the need

Flexible working arrangements

Yes

Offer change of office location

No

Other

Provide Details: Haven't been asked but would consider if needed.

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

No

Other

Provide Details: Would provide support if required

Training of key personnel

No

Currently under development

Estimated Completion Date: 2023-12-31

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

Yes

Workplace safety planning

No

Not aware of the need

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

Not aware of the need

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

No

Not aware of the need

Access to unpaid leave

No

Not aware of the need

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**

Workforce Management Statistics Table

Industry: Electricity Supply

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	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	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	1	15	16
			Non-managers	26	81	107
	Part-time	Permanent	Non-managers	3	2	5
	N/A	Casual	Non-managers	2	1	3

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Electricity Supply

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	0	0	0
			Managers	0	9	9
			Non-managers	23	113	136
		Fixed-Term Contract	Non-managers	4	6	10
	Part-time	Permanent	Non-managers	2		2
			Fixed-Term Contract	Non-managers		2
	N/A	Casual	Managers		1	1
			Non-managers	1	7	8
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	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	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Electricity Supply

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
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

* Total employees includes Non-binary

Workforce Management Statistics Table

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Workforce Management Statistics Table

Industry: Electricity Supply

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			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	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
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			Non-managers	26	81	107
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Workforce Management Statistics Table

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			Managers	0	9	9
			Non-managers	23	113	136
		Fixed-Term Contract	Non-managers	4	6	10
	Part-time	Permanent	Non-managers	2		2
			Fixed-Term Contract	Non-managers		2
	N/A	Casual	Managers		1	1
			Non-managers	1	7	8
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	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	0	0

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Workforce Management Statistics Table

Industry: Electricity Supply

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
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

* Total employees includes Non-binary

Workplace Profile Table

Industry: Electricity Supply

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	9	73	0	0	82
	Part-time permanent	2	1	0	0	3
Professionals	Full-time permanent	18	56	0	5	79
	Part-time permanent	2	4	0	0	6
	Casual	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	8	180	1	35	224
	Part-time permanent	0	2	0	0	2
	Casual	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	18	4	0	0	22
	Part-time permanent	5	0	0	0	5
Machinery Operators And Drivers	Full-time permanent	1	52	0	0	53
Labourers	Full-time permanent	1	1	0	0	2

* 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: Electricity Supply

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	2	3
HOB	Full-time permanent	0	3	3
GM	Full-time permanent	0	6	6
SM	Full-time permanent	2	11	13
OM	Full-time permanent	6	50	56
	Part-time permanent	2	1	3

* Total employees includes Non-binary

Workplace Profile Table

* 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

* Total employees includes Non-binary

Workplace Profile Table

Industry: Electricity Supply

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	9	73	0	0	82
	Part-time permanent	2	1	0	0	3
Professionals	Full-time permanent	18	56	0	5	79
	Part-time permanent	2	4	0	0	6
	Casual	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	8	180	1	35	224
	Part-time permanent	0	2	0	0	2
	Casual	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	18	4	0	0	22
	Part-time permanent	5	0	0	0	5
Machinery Operators And Drivers	Full-time permanent	1	52	0	0	53
Labourers	Full-time permanent	1	1	0	0	2

* 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: Electricity Supply

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	2	3
HOB	Full-time permanent	0	3	3
GM	Full-time permanent	0	6	6
SM	Full-time permanent	2	11	13
OM	Full-time permanent	6	50	56
	Part-time permanent	2	1	3

* Total employees includes Non-binary