



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Gender Equality Reporting

Submitted by:

**Bravura Solutions Operations Pty Limited
(ABN:15111148826)**

Finocomp Pty Ltd (ABN:57605149844)

**Midwinter Financial Services Pty Ltd
(ABN:22121020620)**

InvestmentLink Pty Ltd (ABN:65062979631)

Date: 2022-06-22

#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(<i>Select all that apply</i>)
...Yes	Policy Strategy
...Retention	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Performance management processes	Yes(<i>Select all that apply</i>)
...Yes	Strategy Policy
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Strategy
...Key performance indicators for managers relating to gender equality	Yes(<i>Select all that apply</i>)
...Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(<i>Select all that apply</i>)	
...Yes	Policy Strategy

3: Does your organisation have any of the following targets to address gender equality in your workplace?

Increase the number of women in leadership positions	
...Other	Increase progression opportunities for female employees through talent mapping, succession planning and management development programs

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

At Bravura, embracing diversity and supporting gender equality is a key business priority. We have 6 pillars dedicated to Diversity and Inclusion (D&I), including a gender diversity pillar, neurodiversity, social mobility, bYou (LGBTQ+), race and ethnicity and disability. Under our gender diversity pillar, our aim is to create a more gender balanced workforce and increase female leadership representation. Our strategies to support this initiative include a "Bravura Women's Network Forum" who meet monthly, to discuss the ways in which we can increase female representation and meet the needs of our female employees. Furthermore, we have also introduced a Parental Leave Toolkit and Parental Leave Mentoring circle, to increase support to employees who are due to take parental leave, are on parental leave and those returning to work from parental leave. Our externally delivered Women's Mentoring Circles program aims to increase confidence and provide additional structured development opportunities for females entering leadership roles, while our 'Anywhere Leadership' management development program is designed to support employees in leadership roles, with a focus on inclusive management.

As stated in our published Diversity Policy, our corporate culture promotes the principles of merit and fairness in relation to decisions about recruitment, development, promotions, remuneration and flexible work arrangements. Our Global Recruitment Policy launched in 2020 has a strong focus on equal opportunity. At all levels of the business, recruitment and selection practices are appropriately structured so that candidates are guarded against conscious or unconscious biases, including the de-coding of job advertisements to ensure language is gender-neutral and the adoption of a consistent approach to gender balanced interview and selection panels where possible. It is our stated intention to also ensure gender balance in the shortlisting of candidates.

The identification and development of our female talent is supported by internal processes such as talent mapping, succession planning and management development programs. In addition, our Career Framework provides the structure that enables workforce planning, talent management and provides female employees with the guidance to identify progression opportunities and take ownership of their individual career journeys. Various pilot initiatives such as unconscious bias training and 'Plus One', where Senior Managers select a female employee to be involved in decisions making meetings, further support our gender equality strategies.

Governing bodies

Bravura Solutions Operations Pty Limited

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	

...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	2
...Male	3
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Other (provide details)
	We have reached the initial target set of 30% female representation
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)
	Strategy Policy

Finocomp Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	2
...Male	3
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this	Yes(<i>Select all that apply</i>)

organisation's governing body members?	
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Other (provide details)
	We have reached the initial target set of 30% female representation
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)
	Strategy Policy

Midwinter Financial Services Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	2
...Male	3
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Other (provide details)
	We have reached the initial target set of 30% female representation
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)

	Policy Strategy
<i>InvestmentLink Pty Ltd</i>	
1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	2
...Male	3
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Other (provide details)
	We have reached the initial target set of 30% female representation
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)
	Policy Strategy

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

As stated in our 2021 Corporate Governance Statement, the Remuneration and Nomination Committee are responsible for identifying potential Directors and has regard to such factors it considers appropriate, including but not limited to, diversity. The Board regularly monitor, review gender data and achievements relating to gender diversity through a monthly report on D&I. Bravura's Board also have a number of obligations under the ASX Corporate Governance Principles and Recommendations, including setting and disclosing measurable objectives for gender diversity.

The Board of Directors are included within the scope of Bravura's Diversity & Inclusiveness policy, which includes commitment to recruitment and selection based solely on ability and individual merit measured against criteria of the job and engaging professional recruitment services where appropriate to identify candidates with diverse attributes. In 2020, Bravura successfully met the target objective of no less than 30% of each gender in composition of the Board. Female representation currently comprises 33% of our Board of Directors.

#Action on gender equality

Gender pay gaps

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

Yes(*Select all that apply*)

...Yes

Policy
Strategy

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

Yes(*Select all that apply*)

...Yes

To achieve gender pay equity
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

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

25-Feb-2022

Employer action on pay equity

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(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 1-2 years

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(*Select all that apply*)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Created a pay equity strategy or action plan
Identified cause/s of the gaps
Reviewed remuneration decision-making processes

.. Yes

Trained people-managers in addressing gender bias (including unconscious bias)

As a global organisation with a presence in the UK, Bravura Solutions are required to publish details of the gap in average pay between female and male employees globally every year, in relation to the difference in average hourly pay and bonus of male and female employees. The gender pay gap demonstrates the difference in average

1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)

pay between all male and female employees in the workforce, irrespective of their roles or seniority.

While this is an annual requirement under UK regulations, requirements for the previous reporting periods were put on hold as a result of COVID-19. The 2021-2022 gender pay gap report is scheduled to be prepared for Bravura Solutions in June 2022 and will be published soon thereafter.

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Since 2019, Bravura has been using a remuneration system called Pivot, which is designed to highlight unexplained pay gaps, including those relating to gender. The system is configured to provide a guideline on how much each employee should receive in terms of percentage salary increase relative to others in the same organisation given the local budget, each individual's performance and their pay compared to the target market positioning. As part of Bravura's remuneration review processes, prior to approval of salary recommendations, compa-ratios are analysed within each business unit to ensure gender pay gaps are identified and addressed.

Furthermore, during the remuneration review process, Human Resource representatives provide coaching to Budget Managers to safeguard against any unconscious bias that may occur. This is further supported through having formal check points by senior managers and Human Resources at all stages of the remuneration review, ensuring that any decisions made in relation to remuneration are fair and just.

Employee consultation

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

Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?

Consultative committee or group
Focus groups
Survey

1.2: Who did you consult?

ALL staff
Employee representative group(s)
Diversity committee or equivalent
Other (provide details)

...Other (provide details)

Members of our Bravura Women's Network
Forum and Women's mentoring programs

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

Yes(Select all that apply.)

...Yes

Strategy

3: On what date did your organisation share your previous year's public reports with employees?

19-Aug-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

19-Aug-2021

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

6: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

To support and drive employee consultation on matters surrounding gender, Bravura has two (2) senior female members driving our Gender Pillar across Australia and New Zealand (commonly referred to as APAC). The visible support and advocacy from these women on their experiences in the workforce, as sponsors of Bravura Women's Network Forum, encourages widespread discussion and consultation from members of the forum. As communicated by our D&I gender leads, our gender diversity strategy and mission is "... To help Bravura achieve the women representation and women in leadership target of 35% through education, systemic change and the empowerment of our women".

In 2021, Bravura achieved three (3) key milestones relating to employee consultation, including: The Formation of Squads, Support, and Visibility. The Formation of Squads saw regional chapters of our Bravura Women's Network re-launch with more diverse representation from all career levels as a safe space and forum for discussion on topics relating to female advancement. Within this network of female employee representatives, local priorities are determined, related initiatives are coordinated and networking, mentoring, and support relationships for females are, and continue to be, established.

Our Support milestone gave way to an emergence of support sessions, with the content of these sessions being determined through employee consultation. Support sessions varied from menopause awareness to financial wellbeing and drop-in coffee breaks. We also saw increased support to primary care givers (with many of these individuals identifying as females) through the emergence of our Parental Leave Mentoring group (established in 2021) and Parental Leave Toolkit (released in 2022). The importance of increased support in Parental Leave was established through employee consultation, within our Bravura Women's Network aforementioned.

The Gender Network (focus group) act as an advisory board to the Executive, by consulting on key gender related issues to leaders for prioritization. They promote and champion local and global initiatives and operate under four pillars of focus: Confident, Wellbeing, Education, Opportunity. The network is led by a representative from the Global D&I Leadership Team, and is sponsored by Nick Parsons, our CEO and Executive Sponsor. Visibility was thus achieved in our milestones through increased senior management engagement in issues pertaining to Gender Diversity and Gender Equality.

Following a pilot survey in 2021, a global Diversity & Inclusiveness survey is scheduled to be conducted in May 2022. The survey will gather information on our demographic profile as well as providing insights on the employee experience of inclusion and belonging at Bravura. As well as closed text questions, participants will be encouraged to share open feedback regarding improvement areas and actions we can take as a business to improve equality and inclusion.

The most recent all employee engagement survey was completed in 2019. Questions relating to gender equality, with 91% agreeing that Bravura supports equality between genders. We continue to measure engagement and inclusion through monthly pulse surveys.

#Flexible work

Flexible working

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

Yes(*Select all that apply*)

...Yes	Policy Strategy
...A business case for flexibility has been established and endorsed at the leadership level	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	30-Jun-2022
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No(<i>Select all that apply</i>)
...No	Other (provide details) Not a priority
...Other (provide details)	The need for engagement in flexible work has not been as a target as employees readily engage in and seek flexible work autonomously where needed.
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...No	Not a priority
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Our Anywhere Culture pilot in NZ trains employees on flexible/hybrid work practices and is set to be released globally throughout 2022.
...Team-based training is provided throughout the organisation	Yes

...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(<i>Select all that apply</i>)
...No	Not a priority
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Other (provide details)	No

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	Yes(<i>Select one option only</i>)

...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...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

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Yes, for both women and men

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Training for managers on how to work with flexible and remote/hybrid teams

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

Bravura's current Flexible Work Policy (APAC) acknowledges that our workforce is increasingly diverse and includes "... A high percentage of individuals with other responsibilities, interest and aspirations". Our aim is to help workers balance these priorities, so to promote a workplace culture in which we support one another and find innovative and effective ways of working. Parental and caring responsibilities is one area of priority referenced in this policy. With female employees being more likely to take on the role of a carer, in comparison to male counterparts (as referenced by WGEA, <https://www.wgea.gov.au/gender-equality-and-caring>), we acknowledge the importance of flexible working arrangements to support gender equality. Furthermore, as per our Parental Leave Toolkit 2022, we openly encourage female employees to consider flexible working arrangements not only on return from parental leave, but also while they are pregnant leading up to the start of their leave.

As a result of COVID-19, opportunities for flexible work have significantly increased. In support of this, we are currently piloting a program called “Anywhere Culture” in New Zealand, which we will be rolling out to our global business within the year. Anywhere Culture is designed to equip both Managers and employees with the skills to ensure an inclusive environment for hybrid teams, further increasing the support for employees on flexible work arrangements. Connected to our Anywhere Culture pilot, has also come the emergence of Anywhere Leadership. The goal of Anywhere Leadership is to support our leaders to role model the right mindsets - using new skills and tools to lead healthy, connected teams whether they are face-to-face, hybrid or dispersed. Self-nomination for this program began on 7 April 2022, with all existing managers eligible to participate.

As stated in Bravura’s Environmental, Social and Governance (ESG) Policy, to help inform any type of return to office, all employees were invited to participate in an internal global Covid-19 survey, attracting 1,205 responses. We have also conducted a Ways of Working pilot to trial a hybrid model of 50% remote/office-based work. Remote work is currently available to all Australia-based employees. In May 2021 Managers were required to develop team working agreements with their teams, as a way of understanding and accommodating individual flexibility requirements. We continue to gather employee insight data to inform our long-term hybrid work model and flexible work policy.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	14
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	61-70%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.1.g.1: How long is the qualifying period?	12
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months

.. Yes	
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	4
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	60-70%
1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.2.g.1: How long is the qualifying period?	12
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

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.

In October 2020, Bravura increased its paid Parental Leave offering for both Primary and Secondary carers. In the months leading up to October 2020, Bravura undertook a review of the Parental Leave offering following feedback from employees who had both returned from Parental Leave and employees who were due to commence, this review also involved a

comparison with other companies within the industry. On top of increasing the number of paid weeks available for Primary and Secondary carers, Bravura also introduced 3 days paid leave for the purpose of Antenatal care.

As a result of employee consultation within Bravura's Women's Networking Forum, Bravura formed a Parental Leave focus group, made up of female employees who are passionate about driving gender equality within the workforce. The group has successfully created a Parental Leave Mentoring circle and Parental Leave Toolkit.

Support for carers

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

Yes (*Select all that apply*)

...Yes

Policy

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

...Employer subsidised childcare

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not a priority

...On-site childcare

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not a priority

...Breastfeeding facilities

Yes (*Please indicate the availability of this support mechanism.*)

...Yes

Available at SOME worksites

...Childcare referral services

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not a priority

...Internal support networks for parents

Yes (*Please indicate the availability of this support mechanism.*)

...Yes

Available at ALL worksites

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

No (*You may specify why the above support mechanism is not available to your employees.*)

...No

Not a priority

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

Yes (*Please indicate the availability of this support mechanism.*)

...Yes

Available at ALL worksites

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

Yes (*Please indicate the availability of this support mechanism.*)

...Yes

Available at ALL worksites

...Targeted communication mechanisms (e.g. intranet/forums)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	30-Jun-2022
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Coaching for employees on returning to work from paid parental leave	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Other (provide details)	No

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

In 2021, Bravura successfully created a Parental Mentoring Circle and a Parental Leave Toolkit, aimed at supporting carers who are preparing for leave, on leave and those returning/returned from leave.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

...Yes	Policy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction At least annually
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction At least annually

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Bravura’s APAC Respectful Workplace Policy explicitly refers to sexual harassment and discrimination as unlawful in any work-related context. The policy also details how to take action, the responsibilities of employees in maintaining a safe work environment, the additional responsibilities of Managers in handling complaints, and consequences of unacceptable behaviour. Additionally, Bravura’s Grievance Handling Policy provides a guide to all employees on raising and addressing such matters in a timely and confidential manner.

Complaints of sexual harassment and discrimination will be formally investigated, and appropriate warnings or disciplinary action taken where unacceptable behaviour is found to have occurred.

Mandatory compliance modules on Bravura’s Code of Conduct and Anti Bullying and Anti-Harassment are completed by new joiners during induction and annually thereafter.

Family or domestic violence

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

No(<i>Select all that apply</i>)	
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	30-Jun-2022

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?

...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	Yes
...A domestic violence clause is in an enterprise agreement or workplace agreement	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Workplace safety planning	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)

...No	Other (provide details)
...Other (provide details)	Type of domestic violence leave is determined by the individual's situation through consultation.
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided?	4
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of unpaid domestic violence leave are provided?	5
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Employees can be referred through our Employee Assistance Program.
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...No	Insufficient resources/expertise
...Other (provide details)	No

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

Bravura Solutions' Leave Policy states that Family and Domestic Violence Leave is provided as per relevant national legislation. The amount and type of leave will be determined by the

individual's situation through consultation with the employee. Bravura bears the responsibility of maintaining confidentiality in relation to an employee's situation. Enabling a sustainable, long-term model of flexibility and supporting the wellbeing of our people during extended periods of isolation became a critical priority, as such, Bravura's Family and Domestic Violence policy is currently in the final stages of review and is expected to be released by 30 June 2022. Human Resources were assigned to support the implementation of remote work, employee support groups, and health and safety measures.

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	2	5	7
			Managers	6	1	7
			Non-managers	12	37	49
	Part-time	Permanent	Non-managers	3	5	8
	N/A	Casual	Non-managers		1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers		1	1
			Non-managers	3	2	5
	Part-time	Permanent	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		2	2
			Managers	8	6	14
			Non-managers	36	63	99
		Fixed-Term Contract	Managers		1	1
			Non-managers	4	2	6
		Part-time	Permanent	Non-managers	2	5
	Fixed-Term Contract		Non-managers	1		1
	N/A	Casual	Managers	1		1
			Non-managers	1	1	2

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

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		1	1
			Managers	2	4	6
			Non-managers	21	23	44
		Fixed-Term Contract	Managers		1	1
			Non-managers	2	1	3
	Part-time	Permanent	Non-managers	2	2	4
Fixed-Term Contract		Non-managers	1		1	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	5		5
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		4	4
			Non-managers		5	5

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1
			Non-managers	1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Non-managers	1	1

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	2	5	7
			Managers	6	1	7
			Non-managers	12	37	49
	Part-time	Permanent	Non-managers	3	5	8
	N/A	Casual	Non-managers		1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers		1	1
			Non-managers	3	2	5
	Part-time	Permanent	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		2	2
			Managers	8	6	14
			Non-managers	36	63	99
		Fixed-Term Contract	Managers		1	1
			Non-managers	4	2	6
		Part-time	Permanent	Non-managers	2	5
	Fixed-Term Contract		Non-managers	1		1
	N/A	Casual	Managers	1		1
			Non-managers	1	1	2

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

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		1	1
			Managers	2	4	6
			Non-managers	21	22	43
		Fixed-Term Contract	Managers		1	1
			Non-managers	2	1	3
		Part-time	Permanent	Non-managers	2	2
Fixed-Term Contract	Non-managers		1		1	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	5		5
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		4	4
			Non-managers		5	5

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1
			Non-managers	1	1

* Total employees includes Gender X