



Public report form 2013

Reports are due between 1 April and 31 May

Background

The *Equal Opportunity for Women in the Workplace Act 1999* (**EOWW Act**) has been renamed the *Workplace Gender Equality Act 2012* (**WGE Act**) to put a focus on promoting and improving gender equality and outcomes for both women and men in the workplace. The Equal Opportunity for Women in the Workplace Agency has been renamed the Workplace Gender Equality Agency (**WGEA**) to reflect this new focus.

All non-public sector employers with 100 or more employees (**relevant employers**) are required to report annually under the WGE Act. The WGE Act allows for relevant employers to transition to the new regime before it comes into full effect in the 2013–14 reporting period.

Organisational Details Cover Sheet

(This information is confidential and will be removed from any Public Report)

1. Organisation's details

Legal name of your organisation: <i>(if changed since last report, complete Section 2 below)</i>		GrainCorp Limited			
Trading name <i>(if applicable)</i> :					
Total no. of employees:		1881 permanent staff in Australia	ABN:	60057186035	
ASX Codes for organisations listed on Australian Securities Exchange :		GNC			
ANZSIC Code <u>AND</u> industry description: <i>(refer www.abs.gov.au):</i>		0529		Is your organisation a not-for-profit? Y/N	
Postal address:	PO Box A268, Sydney South		State:	NSW	Postcode: 1235
	Switchboard No:		Facsimile No:		
Physical address:	Level 26, 175 Liverpool St, Sydney		State:	NSW	Postcode: 2000

2. Confirm your organisation's hierarchy details by completing below

Name of the ultimate AUSTRALIAN Parent Company for your organisation/s?		GrainCorp Limited			
List ALL organisations covered in this Report: <i>(if too many to list here, please attach a separate document):</i>		See page below			
Have there been changes to ANY of your organisations since your last report? <i>(If yes, detail below):</i>		YES		NO	X
Reason For Change	Previous Org Name	New (Current) Org Name			
a) Change of Name:					
b) Sold:	Org Name	Name & Contact Details of New Owner			
c) Ceased Trading:	Org Name				

GrainCorp Limited organisations covered by this report include:

GrainCorp Limited	057 186 035
GrainCorp Services Limited	050 099 146
GrainCorp Operations Limited	003 875 401
Vicgrain Pty Limited	069 291 532
Vicgrain (Assets) Pty Limited	068 777 524
Grainco Australia Pty Limited	070 878 241
GrainCorp Warehouse Cashflow Pty Ltd	121 157 720
Hunter Grain Pty Limited	001 321 615
Hunter Grain Transport Pty Limited	119 642 330
GrainCorp Australia Pty Ltd	140 208 680
GrainCorp Holdings Australia Pty Ltd	140 174 189
Australia Malt Holdco Pty Ltd	121 418 899
Australia Malt Finco Pty Ltd	121 418 906
Malt Real Property Pty Limited	050 552 782
Barrett Burston Malting Co. Pty. Ltd.	050 142 526
Barrett Burston Malting Company WA Pty Limited	009 079 645
GrainCorp Oils Holdings Pty Ltd	160 256 057
Integro Foods Australia Pty Ltd	160 258 677
Gardner Smith (Holdings) Pty Ltd	000 013 123
Gardner Smith Pty Limited	107 971 095
Pacific Terminals (Australia) Pty Ltd	001 849 805
Riverland Oilseeds Pty Ltd	006 772 578
Auscol Pty Ltd	000 863 730
GSEST Pty Ltd <i>(This is a dormant entity under external administration. The entity will be deregistered shortly).</i>	121 770 232
Security Superannuation Fund Pty Limited	065 548 343
GrainCorp NZ Pty Limited	138 916 097
Agricultural Risk Management Services Pty Limited	076 945 107
GrainCorp AG Finance Limited	096 359 447
Containerlink Pty Limited	050 628 227
ABN 18 052 348 973 Pty Ltd (form. Ausfarmers Pty Limited)	052 348 973
ABN 36 073 105 656 Pty Ltd (form. Globex International Pty Limited)	073 105 656
ABN 25 069 096 582 Pty Ltd (form. GrainCorp Victoria Pty Limited)	069 096 582
ABN 99 059 347 349 Pty Ltd (form. Victorian Grain Services Pty Limited)	059 347 349

Requirement 1: Workplace profile

Enter data on the composition of your workforce as instructed below :

1. If needed, additional rows can be added to the workplace profile to reflect accurately the additional/different roles within your organisation.
2. Your workplace profile data should be from no earlier than October 2011 (ie six months prior to the beginning of the 2012-2013 reporting period)
3. Please insert your workplace profile below from:
 - i) our industry-relevant [Microsoft Excel spread sheet which you can obtain from our website](#), or
 - ii) from your own table or spreadsheet (refer table below as a guide).

WORKPLACE PROFILE									
	Women		Men		Casual		Total Staff	%	
	Full time	Part time	Full time	Part time	Women	Men		Women	Men
Board	1	0	5	0	0	0	6	16.7%	83.3%
Senior Executives	3	0	4	0	0	0	7	42.9%	57.1%
Senior Managers	5	0	55	0	0	0	60	8.3%	91.7%
Managers	65	3	249	0	0	1	318	21.4%	78.6%
Admin Staff	121	26	86	2	2	2	239	62.3%	37.7%
Sales staff	9	0	33	0	0	0	42	21.4%	78.6%
Service staff	17	3	33	1	9	5	68	42.6%	57.4%
Operational staff	145	6	1050	5	254	747	2207	18.4%	81.6%
Total	366	38	1515	8	265	755	2947	22.7%	77.3%

Requirement 2: Notification and access requirements

Notification and access requirements come into effect from the 2012-13 reporting period. A relevant employer must:

1. inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the report may be accessed

As soon as reasonably practicable after lodging a report, a relevant employer must inform employees and any members or shareholders that the report has been lodged with the Agency and how the report may be accessed.

This notification to employees could occur through the employer's normal means of communication with employees, including employee newsletters, workplace meetings and any other appropriate existing consultative means. The method used must ensure that the information concerning the relevant employer's report is transmitted widely to all employees.

In the case of shareholders of a public company, given there may be more limited opportunities to communicate with them, this notification could occur, for example, in the next available annual report and on an employer's website.

2. provide access to the report to employees and members or shareholders

As soon as reasonably practicable after lodging a report, a relevant employer must provide its employees and members or shareholders with access to the report (excluding personal information, details on remuneration and other information that may be specified by the Minister).

Employers could fulfil this requirement by ensuring employees are clearly provided with, for example, a link to a website or intranet where a copy of the report could be downloaded, or a hard copy of the report.

3. inform employee organisations with members in its workplace that the report has been lodged

Within seven days of lodging a report, a relevant employer must take all reasonable steps to inform each employee organisation, which has members who are employees of that employer, that its report has been lodged with the Agency.

This requirement does not mean an intensive effort is required by employers to identify all possible employee organisations. Rather, employers must notify employee organisations they could reasonably be expected to know about. This would include an employee organisation that was a party to an enterprise agreement or an employee organisation to which membership fees are paid by payroll deductions.

4. 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

When informing employees or employee organisations that have members in its workplace that a report has been lodged, a relevant employer must advise them that comments on the report may be given to the relevant employer or to the Agency.

There is no time restriction on when comments can be provided. However, comments provided to the relevant employer or the Agency, during the 28 days after a report has been submitted, will allow for those comments to be taken into account by the employer in providing additional information to the Agency, and by the Agency in requesting additional information to assist in assessing compliance with the WGE Act.

Please indicate that you will be meeting the above **notification and access requirements**, by placing an 'X' in the box to the right

X