



Public report

2019-20

Submitted by

Legal Name: Cochlear Limited







Organisation and contact details

Submitting organisation details	Legal name	Cochlear Limited
	ABN	96002618073
	ANZSIC	C Manufacturing 2412 Medical and Surgical Equipment Manufacturing
	Business/trading name/s	
	ASX code (if applicable)	сон
	Postal address	1 University Ave MACQUARIE UNIVERSITY NSW 2109 AUSTRALIA
	Organisation phone number	0296116604
Reporting structure	Number of employees covered by this report	1,813



Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
Wariager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees		
		Full-time permanent	0	1			
		Full-time contract	0	0	0		
EO/Head of Business in Australia	0	Part-time permanent	0	0	0		
		Part-time contract	<u> </u>	0	0		
		Casual	0	0	0		
		Full-time permanent	0	3	3		
		Full-time contract	0	0	0		
y management personnel	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-1	Full-time permanent	1	4	5		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
nos even diven (Consest money)		Casual	0	0	0		
her executives/General managers		Full-time permanent	0	6	6		
		Full-time contract	0	0	0		
	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
***		Full-time permanent	14	24	38		
		Full-time contract	0	0	0		
	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
o're Manager		Casual	0	0	0		
nior Managers		Full-time permanent	2	6	8		
		Full-time contract	0	0	0		
	-3	Part-time permanent	1	0	144-5; 144-2-18		
		Part-time contract	0	0	0		
		Casual	0	0	0		

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Manager occupational categories	Reporting level to CEO	Employment status		No. o	of employees
iviariager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
-		Full-time permanent	0	0	0
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	1
		Full-time permanent	7	6	13
		Full-time contract	0	0	0
	-2	Part-time permanent	1	0	- C
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	30	56	86
		Full-time contract	0	0	0
		Part-time permanent	6	0	6
		Part-time contract	0	0	0
ner managers		Casual	0	0	0
lei managers		Full-time permanent	9	47	56
		Full-time contract	0	0	0
	-4	Part-time permanent	4	1	5
		Part-time contract	0	0	0
		Casual	1	0	Marie Sanc 1 of Sancy
		Full-time permanent	0	4	4
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
and total: all managers	-		76	159	235





Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excludin	g graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Tatal and large
Non-manager occupational categories	Employment status	Ended & Facilities	M	F	M	F	M	Total employees
-	Full-time permanent	261	394	4	4	0	0	663
	Full-time contract	28	24	0	0	0	0	52
Professionals	Part-time permanent	45	8	0	0	0	0	53
	Part-time contract	6	0	0	2	0	0	8
	Casual	12	14	0	0	0	0	26
	Full-time permanent	355	277	0	0	0	0	632
	Full-time contract	7	13	0	0	0	0	20
Technicians and trade	Part-time permanent	2	1	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	. 0	0	THE RESERVE OF
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	21	11	0	0	0	0	22
	Full-time contract	11	0	0	0	0	0	1000
Clerical and administrative	Part-time permanent	12	2	0	0	0	0	14
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	1	0	0	0	0	3
	Full-time permanent	_ 16	4	0	0	0	0	20
	Full-time contract	2	11	0	0	0	0	3
Sales	Part-time permanent	8	1	0	0	0	0	9
	Part-time contract	2	0	0	0	0	0	2
	Casual	0	0	0	0	0	0	0
	Full-time permanent	16	28	0	0	0	0	44
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	1	0	0	0	0	2





Non manager counciling attacking	Employment status	No. of employees (excluding	No. of employees (excluding graduates and apprentices) No. of graduates (if appl		es (if applicable)	le) No. of apprentices (if applicable)		Tatal amulausas	
Non-manager occupational categories	Employment status	CONTRACTOR DESCRIPTION	M	F	M	F	M	Total employees	
	Full-time permanent	0	0	0	0	0	0	0	
	Full-time contract	0	0	0	0	0	0	0	
Labourers	Part-time permanent	0	0	0	0	0	0	0	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
	Full-time permanent	0	0	0	0	0	0	0	
	Full-time contract	0	0	0	0	0	0	° 0	
Others	Part-time permanent	0	0	0	0	0	0	0	
	Part-time contract	_0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
Grand total: all non-managers		797	771	4	6	0	0	1,578	





Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 Yes (select all applicable answers)
1.2	Retention
	 Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







1.4	Promotions
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers)
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ☑ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

Mana	Managers		nagers
Female	Male	Female	Male
6	8	30	34
0	0	4	0
0	0	1	1
0	0	0	0
0	0	0	0
	Female	Female Male	Female Male Female

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	14	13
Number of appointments made to NON-MANAGER roles (including promotions)	114	153

1.12 How many employees resigned during the reporting period against each category below?

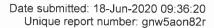
Mana	Managers		nagers
Female	Male	Female	Male
6	12	25	47
0	1	5	1
0	0	3	8
0	0	2	1
0	0	2	2
	Female	Female Male	Female Male Female 6 12 25

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.



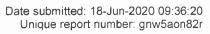




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

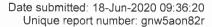
2.1a.1	Organisation name?		
	Cochlear Ltd		
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	ning body (if the role of the Chair ro	otates, enter the gender of the
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chai	r/s)?
		Female	Male
	Number	2	7
	 ☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☐ Not a priority ☐ Other (provide details): 	nder balance (e.g. 40% women/40% m please enter date this is due to be com	pleted
2.1e.1	What is the percentage (%) target?		
	30		
2.1f.1	What year is the target to be reached?		
	2022		
2.1g.1	Are you reporting on any other organis	sations in this report?	
	☐ Yes ☑ No		
2.2	Do you have a formal selection policy for ALL organisations covered in this		governing body members
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	No (you may specify why no formal se		
	Insufficient resources/expertise		•







		☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Ge	nder	equality indicator 3: Equal remuneration between women and men
	l remun er equal	eration between women and men is a key component of improving women's economic security and progressing ity.
3.	Do yo	ou have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers) Policy
	□ No	Strategy b (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries set by awards/industrial or workplace agreements □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		 ✓ Yes (provide details in question 3.2 below) ☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements ☐ Insufficient resources/expertise ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		 ☐ 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 pay reviews) ☐ To be transparent about pay scales and/or salary bands ☐ To ensure managers are held accountable for pay equity outcomes ☐ To implement and/or maintain a transparent and rigorous performance assessment process ☐ Other (provide details):
4.	Have y	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. octed a gender pay gap analysis)?
	⊠ Yes	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months







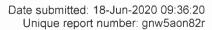
room f qualifie	Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and ther m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) Non-award employees paid market rate Not a priority Other (provide details):
4.01	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).
	 a like-for-like gap compares the same or similar roles; an organisation-wide gap is the difference between the average remuneration of all women and the average remuneration of all men in your organisation.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	 Yes – indicate what actions were taken (select all applicable answers)

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

If your organisation would like to provide additional information relating to gender equality indicator 3,

4.2

please do so below:

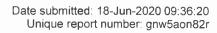






This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	 ☑ Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
	5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
	18
5a.	If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.
	Paid parental leave is available to full and part-time employees who have been employed by Cochlear for at least 12 continuous months prior to the birth or placement of the children, and who have passed their probationary period. It is not necessary for an employee to work for 12 months between each period of leave taken for any additional children.
	 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
	☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90%







		□ 91-99%□ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		☑ Adoption☑ Surrogacy☑ Stillbirth
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
	Do yo wome	u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
	☐ No.	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		15
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	least 1 probat taken	arental leave is available to full and part-time employees who have been employed by Cochlear for at 2 continuous months prior to the birth or placement of the children, and who have passed their ionary period. It is not necessary for an employee to work for 12 months between each period of leave for any additional children. For SECONDARY carers, leave does not have to be taken in one continuous only in periods of at least one week, to enable greater flexibility.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?
		In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		□ <10%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:
		☒ Adoption☒ Surrogacy☒ Stillbirth





7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

		Primary care	r's leave		Secondary care	r's leave
		Female	Male		Female	Male
Managers	6		0	0		8

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary ca	rer's leave	Secondary	carer's leave
	Female	Male	Female	Male
Non-managers	43	3	0	30

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

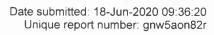
	Female	e Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	3	0

9.	Do you have a formal policy	and/or formal strategy	on flexible working	arrangements?
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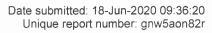
Yes	s (select all applicable answers)
	⊠ Policy
	⊠ Strategy
ΠNo	(you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	= '
	Don't offer flexible arrangements
	Not a priority
	Other (provide details):
9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
	, same and the sam
	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
	Targets have been set for men's engagement in flexible work
	Leaders are held accountable for improving workplace flexibility
	Manager training on flexible working is provided throughout the organisation







	Employee training is provided throughout the organisation Team-based training is provided throughout the organisation Employees are surveyed on whether they have sufficient flexibility The organisation's approach to flexibility is integrated into client conversations The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement) Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 ✓ Yes (select all applicable answers) ✓ Policy ─ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	 ✓ Yes No (you may specify why non-leave based measures are not in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
	 Please select what support mechanisms are in place and if they are available at all worksites. Where only one worksite exists, for example a head-office, select "Available at all worksites".
	Employer subsidised childcare
	☐ Support in securing school holiday care ☐ Available at some worksites only

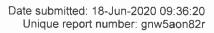






	 □ Available at all worksites □ Coaching for employees on returning to work from parental leave □ Available at some worksites only □ Parenting workshops targeting mothers □ Available at some worksites only □ Available at all worksites □ Parenting workshops targeting fathers □ Available at some worksites only □ Available at some worksites only □ Available at all worksites □ None of the above, please complete question 11.2 below
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ✓ Policy ─ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence? Yes (select all applicable answers) Employee assistance program (including access to a psychologist, chaplain or counsellor) Training of key personnel A domestic violence clause is in an enterprise agreement or workplace agreement Workplace safety planning Access to paid domestic violence leave (contained in an enterprise/workplace agreement) Access to unpaid domestic violence leave (not contained in an enterprise/workplace agreement) Access to unpaid domestic violence leave (not contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) Access to paid domestic violence domestic violence support services for expert advice Protection from any adverse action or discrimination based on the disclosure of domestic violence Flexible working arrangements Provision of financial support (e.g. advance bonus payment or advanced pay) Offer change of office location Emergency accommodation assistance Access to medical services (e.g. doctor or nurse) Other (provide details): No (you may specify why no other support mechanisms are in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a ware of the need Not a ware of the need Not a variently under development, please enter date this is due to be completed
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? I flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing

carer's leave



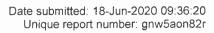




14.1	s, the option/s in place are available to boto, some/all options are not available to bo Which options from the list below ar Unticked checkboxes mean the second of the control of the	th women AND men. e available? Please tic	k the related cl able to your en	neckboxes. nployees.		
	Managers Non-r					
		Formal	Informal	Formal	Informal	
	Flexible hours of work	\boxtimes		\boxtimes		
	Compressed working weeks	\boxtimes		\boxtimes		
	Time-in-lieu					
	Telecommuting					
	Part-time work					
	Job sharing					
	Carer's leave			\boxtimes		
	Purchased leave					
	Unpaid leave					
14.4	☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): If your organisation would like to proplease do so below:	ovide additional inform	nation relating	to gender equa	lity indicate	
		oneultation wi	th emplo	yees on i	issues	
	equality indicator 5: Co					
	equality indicator 5: Co ning gender equality in		9			
nceri gender e	-	the workplace		ers and employ	ees on issu	

15.1 How did you consult with employees on issues concerning gender equality in your workplace?

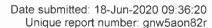
⊠ Survey
 ☐ Consultative committee or group







		⊠ Exit interviews □ Performance discussions □ Other (provide details):
	15.2	Who did you consult?
		☐ Women and men who have resigned while on parental leave ☐ Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ge	nder	equality indicator 6: Sex-based harassment and discrimination
partic	ipation.	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy training of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
		s (select all applicable answers) Policy Strategy
	□No	(you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
	16.1	Included in award/industrial or workplace agreement
	16.1	☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details): Do you include a grievance process in any sex-based harassment and discrimination prevention formal
17.		□ Included in award/industrial or workplace agreement □ Not a priority □ Other (provide details): Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? □ Yes □ No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority







□ Nα	☐ Other (provide details): (you may specify why this training is not provided) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

Through the Male Champions of Change membership of our CEO, we have implemented various initiatives to support gender equality, such as numerous workshops to identify barriers for women in the workplace as well as identifying everyday sexism in the workplace. We continue to work with and support our senior leaders in role-modelling behaviours and following processes to support gender equality. These initiatives are in addition to the initiatives we continue to implement such as our flexible working program (known as Flex@Cochlear), paid parental leave policy, purchased leave policy, domestic violence leave policy and strategies to increase gender diversity in our talent pool (such as mandating female representation on all shortlists and interview panels, delivering hiring manager training focused on overcoming unconscious bias and enhancing diversity in talent pools as part of our Talent Assessment & Succession process). We also continue to focus on pay equity through our global gender pay equity project which has assessed over 95% of global roles to ensure gender pay gaps for like-for- like roles do not exist.





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 48.4% females and 51.6% males.

Promotions

- 2. 48.8% of employees awarded promotions were women and 51.2% were men
 - i. 42.9% of all manager promotions were awarded to women
 - ii. 50.0% of all non-manager promotions were awarded to women.
- 3. 5.6% of your workforce was part-time and 4.8% of promotions were awarded to part-time employees.

Resignations

- 4. 37.4% of employees who resigned were women and 62.6% were men
 - i. 31.6% of all managers who resigned were women
 - ii. 38.5% of all non-managers who resigned were women.
- 5. 5.6% of your workforce was part-time and 8.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 6.1% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access

List of employee organisations:

Cochlear Private Limited	
CEO sign off confirmation	
Name of CEO or equivalent:	Confirmation CEO has signed the report:
Dig Howitt	
CEO signature:	Date:
HU Kom	23 JUNE 2020

