





29 July 2019 Reference: 76010485588

Mr Stuart Greenwood Acting Chief Executive Officer Namoi Cotton Limited PO Box 1333 TOOWOOMBA QLD 4350

Dear Mr Greenwood

Workplace Gender Equality Agency (Agency) notice of compliance

Thank you for submitting your annual compliance report for the reporting period 1 April 2018 to 31 March 2019. Your organisation (and any subsidiaries listed on your 2018-19 confidential report form cover sheet) **is** compliant with the *Workplace Gender Equality Act 2012* (Act). This letter forms your notice of compliance with the Act until replaced with a new notice of compliance following the 2019-2020 reporting period.

Thank you for your ongoing commitment to the WGEA reporting process and the contribution your organisation/s makes to improving gender equality outcomes in Australian workplaces.

Yours sincerely

Libby Lyons Director





Public report

2018-19

Submitted by

Legal Name: Namoi Cotton Limited





Organisation and contact details

Submitting organisation details	Legal name	Namoi Cotton Limited
	ABN	76010485588
	ANZSIC	A Agriculture, Forestry and Fishing 0521 Cotton Ginning
	Business/trading name/s	
	ASX code (if applicable)	NAM
	Postal address	PO Box 1333
		TOOWOOMBA QLD 4350
		AUSTRALIA
	Organisation phone number	(07) 4631 6100
Reporting structure	Ultimate parent	Namoi Cotton Limited
	Number of employees covered by this report	250





All organisations covered by this report

Legal name	Business/trading name/s	
Namoi Cotton Limited		
Namoi Cotton Alliance		
Australian Classing Services Pty Ltd		
Wathagar Ginning Company		





Workplace profile

Manager

Manager accumptional actogories	Paparting layed to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	0	1	1	
		Full-time contract	0	0	0	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	5	6	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	5	5	
		Full-time contract	0	0	0	
Senior Managers	-2	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	20	20	
		Full-time contract	0	1	1	
Other managers	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			1	32	33	



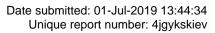


Workplace profile

Non-manager

Non manager accumptional actoroxica	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentic	Total ampleyees	
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	4	7	0	0	0	0	11
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	1	0	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	49	0	0	0	6	55
	Full-time contract	1	13	0	0	0	0	14
Technicians and trade	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
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
Clerical and administrative	Full-time permanent	12	1	0	0	0	0	13
	Full-time contract	0	1	0	0	0	0	1
	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	1	0	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	3	4	0	0	0	0	7
	Full-time contract	0	0	0	0	0	0	0
Sales	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	2	8	0	0	0	0	10
	Full-time contract	1	2	0	0	0	0	3
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	0	0	0	0	0	0	0

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Non manager occupational estagories Employment status		No. of employees (exclud	ing graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	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	45	55	0	0	0	0	100
	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		71	140	0	0	0	6	217

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Reporting questionnaire

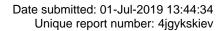
Gender equality indicator 1: Gender composition of workforce

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 2018 to 31 March 2019. (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) ☐ 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
1.2	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
1.3	□ Not a priority 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) ☐ 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
1.6	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
Permanent/ongoing full-time employees	0	0	0	0
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	0	3
Number of appointments made to NON-MANAGER roles (including promotions)	2	18

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

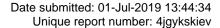
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	0	3	11
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	1	4
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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.

2. 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 t	he following	questions	relating to e	each gover	ning bod	y covered i	n this report.
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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 na	ma?

Namoi Cotton Limited

2.1b.1 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	1	6

2.1d.1 Has a target been set to increase the representation of women on this governing body?

⊠ Y	'es
ו∃ו	lo (you may specify why a target has not been set)
	Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Do not have control over governing body/board appointments (provide details why):
	☐ Not a priority
	Other (provide details):

2.1e.1 What is the percentage (%) target?

30

2.1f.1 What year is the target to be reached?

2021

2.1g.1 Are you reporting on any other organisations in this report?

⊠ Yes □ No

2.1a.2 Organisation name?

Namoi Cotton Alliance

2.1b.2 How many Chairs on this governing body?

	Female	Male
Number	0	1

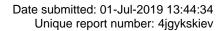




2.1c.2 How many	y other members	s are on this go	overning body	(excluding the (Chair/s)′
-----------------	-----------------	------------------	---------------	------------------	-----------

	Female	Male
Number	0	4

	2.1d.2	Has a target been set to increase the representation of women on this governing body?
		 ☐ Yes ☐ No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why):
		☐ Not a priority ☐ Other (provide details):
	2.1g.2	Are you reporting on any other organisations in this report?
		☐ Yes ☑ No
	2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?
		 Strategy No (you may specify why no formal selection policy or formal selection strategy is in place) In place for some governing bodies
		 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body appointments (provide details why) ☐ Not a priority
		☐ 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.
Gen	der	equality indicator 3: Equal remuneration between women and men
	remune r equalit	ration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do you	u have a formal policy and/or formal strategy on remuneration generally?
	☐ Yes	s (select all applicable answers) □ Policy
	⊠ No	☐ Strategy (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): Independent benchmarking is undertaken for Senior Executive
4.		rou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
	☐ Yes	- the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago
	⊠ No	☐ 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
	room fo	
	IS roon	Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in 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):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities
employ suppor to com	ment te ting em bine pa	will enable the collection and use of information from relevant employers about the availability and utility of erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements ployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men id work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental ality and to maximising Australia's skilled workforce.
5.		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having r responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND naddition to any government funded parental leave scheme for primary carers?
	time ov	s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please
		e how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination)





time ov ⊠ No,	By paying er which it is As a lump not available Currently Insufficier Governme Not a prio Other (pro	the employ paid. For ex- sum paym (you may sunder deve it resources ent scheme rity ovide details paid leave	cample, full pay ent (paid pre- of pecify why this lopment, pleas s/expertise is sufficient s):	(in addition to the for 12 weeks of post-parental leave is not proference enter date this the birth of the	ne governn r half pay fo leave, or a vided) is due to b	nent's paid scher or 24 weeks a combination) be completed	me), regardles	ss of the period of
	CONDARY CA y carer.	ARER" is a	member of a	couple or a sin	gle carer,	REGARDLESS	OF GENDER	, who is not the
						DARY CARERS e for secondary		able for men and
☐ Yes		to any go	remment rame	ica parcinai ica	ve selicili	c for secondary	carcis:	
	☐ Currently ☐ Insufficier ☐ Governme ☐ Not a prio ☑ Other (pro	under devent resources ent scheme rity ovide details	lopment, pleas s/expertise is sufficient	paid parental leader e enter date this the birth of the	is due to b	ondary carers is be completed	not paid)	
				l leave during t s of when it co		ng period (paid	and/or unpai	d)? Include
				s of when it co				d)? Include
		parental le	ave, regardles	s of when it co			arer's leave	d)? Include

	Female	Male
Managers	0	0

annual leave or any other paid or unpaid leave is also taken at that time.

resignations, redundancies and dismissals.

How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?

'Ceased employment' means anyone who has exited the organisation for whatever reason, including

Include those where parental leave was taken continuously with any other leave type. For example, where

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?

8.





- 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	0	0

€.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	 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 □ Don't offer flexible arrangements □ Not a priority ☑ Other (provide details): Stand alone strategy - considered on individual Case by Case basis
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): Stand alone strategy - considered on individual Case by Case basis
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): Stand alone strategy - considered on individual Case by Case basis
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): Stand alone strategy - considered on individual Case by Case basis



14.



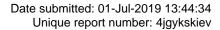
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support
	employees who are experiencing family or domestic violence?

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 (contained in an enterprise/workplace agreement)
Access to dispaid domestic violence leave (contained in an enterprise/workplace agreement)
Access to unpaid leave
Confidentiality of matters disclosed
□ Referral of employees to appropriate 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):
Further assistance & needs would be considered on individual Case by Case basis
□ 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 aware of the need
☐ Not a priority
Other (provide details):
Where any of the following options are available in your workplace, are those option/s available to both wome
AND men?
flexible hours of work
compressed working weeks
• time-in-lieu
telecommuting
part-time work
job sharing
carer's leave
purchased leave
unpaid leave.
Options may be offered both formally and/or informally.
For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
Yes, the option/s in place are available to both women and men.
☐ No, some/all options are not available to both women AND men.

14.1 Which options from the list below are available? Please tick the related checkboxes.

Unticked checkboxes mean this option is NOT available to your employees.

Managers		Non-managers	
Formal	Informal	Formal	Informal
	\boxtimes		\boxtimes
\boxtimes		\boxtimes	
\boxtimes		\boxtimes	\boxtimes
\boxtimes		\boxtimes	
\boxtimes		\boxtimes	
\boxtimes		\boxtimes	
	Formal	Formal Informal	Formal Informal Formal







		 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☑ Not a priority ☐ Other (provide details):
	14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:
		equality indicator 5: Consultation with employees on issues ing gender equality in the workplace
		quality indicator seeks information on what consultation occurs between employers and employees on issues under equality in the workplace.
15.	Have y	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Yes □ No	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details):
	15.2	Who did you consult?
		 ☑ All staff ☐ Women only ☐ Human resources managers ☐ Management ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ 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.

14.3 You may specify why any of the above options are NOT available to your employees.

Gender equality indicator 6: Sex-based harassment and discrimination





The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16.	Do yo	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?				
	⊠ Ye	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	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 □ Other (provide details): 				
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?				
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units 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				
	17.1	Other (provide details): 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.)





Date submitted: 01-Jul-2019 13:44:34 Unique report number: 4jgykskiev

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 28.8% females and 71.2% males.

Promotions

- 2. 0.0% of employees awarded promotions were women and 0.0% were men
 - 0.0% of all manager promotions were awarded to women
 - i. 0.0% of all non-manager promotions were awarded to women.
- 3. 1.2% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 21.1% of employees who resigned were women and 78.9% were men
 - i. 0.0% of all managers who resigned were women
 - ii. 21.1% of all non-managers who resigned were women.
- 5. 1.2% of your workforce was part-time and 0.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 0.0% 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. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: CEO sign off confirmation Name of CEO or equivalent: Stuart Greenwood CEO signature: Date: 29 | 01 | 2019







29 July 2019 Reference: 76010485588

Mr Stuart Greenwood Acting Chief Executive Officer Namoi Cotton Limited PO Box 1333 TOOWOOMBA QLD 4350

Dear Mr Greenwood

Workplace Gender Equality Agency (Agency) notice of compliance

Thank you for submitting your annual compliance report for the reporting period 1 April 2018 to 31 March 2019. Your organisation (and any subsidiaries listed on your 2018-19 confidential report form cover sheet) **is** compliant with the *Workplace Gender Equality Act 2012* (Act). This letter forms your notice of compliance with the Act until replaced with a new notice of compliance following the 2019-2020 reporting period.

Thank you for your ongoing commitment to the WGEA reporting process and the contribution your organisation/s makes to improving gender equality outcomes in Australian workplaces.

Yours sincerely

Libby Lyons Director