

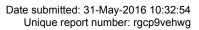




2015-16 public report form submitted by Ambition Group Limited to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Ambition Group Limited 31089183362 7211 Employment Placement and Recruitment Services
Organisation details	Trading name/s ASX code (if relevant)	Ambition Group Limited AMB
	Postal address	Level 5, 55 Clarence Street SYDNEY NSW 2000 AUSTRALIA
	Organisation phone number	(02) 9248 6200
Reporting structure	Ultimate parent Number of employees covered in this report submission	Ambition Group Limited 1,174
	Other organisations reported on in this report	Ambition Corporate Services Pty Ltd Contracting Employment Services Pty Ltd







Workplace profile Manager

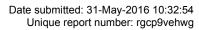
Managar accumational actagarica	Departing level to CEO	Employment status		No. of employees		
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	1	4	5	
		Full-time contract	0	0	0	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	1	1	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	0	0	0	
		Part-time contract 0				
		Casual	0	0	0	
		Full-time permanent	0	2	2	
		Full-time contract	0	0	0	
Other executives/General managers	-1	0				
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	7	14	21	
		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	10	9	19	
		Full-time contract	0	0	0	
Other managers	-3	Part-time permanent	3	0	3	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			21	30	51	





Non-manager

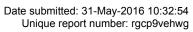
Non-manager occupational	Employment		cluding graduates and ntices)	No. of gr appli	aduates (if cable)	No. of application	prentices (if icable)	Total
categories	status	F	М	F	M	F	М	employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	311	381	0	0	0	0	692
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
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
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	317	114	0	0	0	0	431
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0







Non-manager occupational	Employment status	No. of employees (example)	cluding graduates and ntices)		aduates (if icable)		prentices (if icable)	Total employees
categories	Status	F	M	F	M	F	М	employees
	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
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
	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		628	495	0	0	0	0	1,123



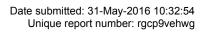




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.2 Retention? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.3 Performance management processes? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy
☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☑ No, not a priority
1.4 Promotions? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.5 Talent identification/identification of high potentials?☑ Yes (you can select policy and/or strategy options)







☐ Standalone policy☐ Policy is contained within another policy☐ Standalone strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.6 Succession planning? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.8 Resignations? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
□ No □ No, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.9 Key performance indicators for managers relating to gender equality? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.10 Gender equality overall?☑ Yes (you can select policy and/or strategy options)





Standalone policy
Policy is contained within another policy
Standalone strategy
Strategy is contained within another strategy
□ No
No, currently under development
No, insufficient human resources staff
□ No, don't have expertise
☐ No, not a priority

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:

Discrimination, Harassment & Bullying Policy, Family Leave Policy, Flexible Working Policy - in place

1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

	Managers		Non-managers	
	Female	Male	Female	Male
NUMBER of appointments made	5	5	671	520

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

No cell should be left blank, please enter '0' (zero) where there is no data.

	Manag	jers	Non-mar	nagers
	Female	Female Male Female		Male
Permanent/ongoing full-time employees	3	2	15	7
Permanent/ongoing part-time employees	1	0	1	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

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

No cell should be left blank, please enter '0' (zero) where there is no data.





	Managers		Non-mar	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	6	21	22
Permanent/ongoing part-time employees	0	0	4	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

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

Organisatior name	Gender and NUMBER of chairperson/s (NOT percentage)	Gender and NUMBER of other governing body/board members (NOT percentage)	% target for representation of women on each governing body/board	Year to be reached
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		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
01	Ambition Group Limited	0	1	0	0	0	
02	Ambition Group Limited	0	0	1	2	33.3	
03							
04							
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27					
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29					
30					
0.0	16 - 44	-1-4:4	41	 	

29									
30									
	2.2 If a target relating to the representation of women has not been set for any of the governing bodies listed above, you may specify why below: Governing body/board has gender balance (e.g. 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Do not have control over governing body/board appointments (provide details why):								
\boxtimes (Not a priority Other (provide d Will discuss with	letails): h CEO							
	2.3 Do you have a formal selection policy and/or formal selection strategy for governing body/board members for ALL organisations covered in this report? ☑ Yes (you can select policy and/or strategy options) ☑ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy								
 	 No, in place for some governing bodies/boards No, currently under development No, insufficient human resources staff No, do not have control over governing body/board appointments (provide details why): 								
	No, don't have expertiseNo, not a priorityNo, other (provide details):								
		structure				ion if your organis tity (ie Pty Ltd, Ltd			
part	ner) in the follow	wing table	against t	he relevar	nt WGEA st	rtners (excluding t andardised mana vorkplace profile.			

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management				
personnel (KMPs) (excluding your managing				

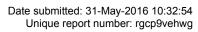




	Full- time females	Part- time females	Full- time males	Part- time males
partner)				
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
Do you have a formal policy and/or formal strategy on remuneration generally? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy? Yes (provide details in questions 3.2 and/or 3.3 below) No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, not a priority No, other (provide details):
Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.) Yes. When was the most recent gender remuneration gap analysis undertaken? Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
 No No, currently under development No, insufficient human resources staff







 No, don't have expertise No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, 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):
☐ 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 time over 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)
 No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details): We offer return o work bonus of 5-% of monthly salary in addition to regular salary over 3 months if employed for 3 years
Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? ☐ Yes, one week or greater (please go to 6.1) ☐ Yes, less than one week (please go to 6.2) ☐ No
 No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):
6.1 Please indicate the number of weeks of employer funded paid parental leave that is provided for secondary carers.1

6.3 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. For example, if ALL employees have access to employer funded paid parental leave for SECONDARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

Please enter a whole number that represents the percentage of employees to the nearest 10th percentile, (e.g. if 23.4% enter 20; if 45.7% enter 50).

	Secondary carer's leave
Percentage:	70.5

How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period (this is to include employees still on parental leave who commenced this leave in another reporting period)?

No cell should be left blank, please enter '0' (zero) where there is no data.

	Primary care	r's leave	Secondary carer's leave				
	Female	Male	Female	Male			
Managers	0	0	0	1			
Non-managers	5	0	0	0			

8 Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

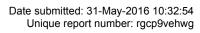
This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

No cell should be left blank, please enter '0' (zero) where there is no data.

The second secon	(=0.0)	
	Female	Male
Managers	0	0
Non-managers	0	0

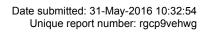
9 Do you have a formal policy and/or formal strategy on flexible working arrangements? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, don't offer flexible arrangements No, not a priority No, other (provide details):
10 Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities? ☑ Yes (you can select policy and/or strategy options)







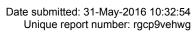
☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):
Do you have any non-leave based measures to support employees with family or caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral services)? Yes No No, currently under development No, insufficient human resources staff No, don't have expertise
No, not a priorityNo, other (provide details):
Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority No, other (please provide details):
Other than a policy and/or strategy, do you have any measures to support employees who are experiencing family or domestic violence? Yes - please indicate the type of measures in place (more than one option can be selected):
 ☑ 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 paid domestic violence leave (not contained in an enterprise/workplace
agreement) Access to unpaid leave
⊠ Confidentialit of matters disclosed







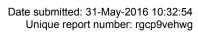
☐ Referral of employees to appropriate domestic violence support services for expert advice ☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements ☐ Provide financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details):								
No, insufficier No, not aware No, don't have No, not a prio	_							
conditions or pra indicates that a p								×
·			agers	ale			anagers	ale
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work								
Compressed working weeks								
Time-in-lieu								
Telecommuting								
Part-time work								
Job sharing								\boxtimes
Carer's leave								
Purchased leave								
Unpaid leave							\boxtimes	
Unpaid leave 14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: Working from home/Flexible working arrangements - informal arrangement. Organised with direct manager. Special Maternity Leave - Policy within a Policy Pre-adoption leave - Policy within a Policy 20 days of Annual Leave plus one addition days leave per year of service op to 25 days 25 days annual leave for all Managers and above upon commencement of employment 14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: Currently under development Insufficient human resources staff Don't have expertise Not a priority								







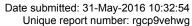
Other (provide details):
14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace
15 Have you consulted with employees on issues concerning gender equality in your workplace? ☐ Yes ☐ No
 No, not needed (provide details why): There haven't been any issues that have arisen regarding gender equality. There is a fairly even number of male and females in the business. No, insufficient human resources staff No, don't have expertise
No, not a priorityNo, other (provide details):
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination
Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention? ☐ Yes (you can select policy and/or strategy options)
☑ Standalone policy☐ Policy is contained within another policy☐ Standalone strategy
☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development
 No, insufficient human resources staff No, included in workplace agreement No, don't have expertise
No, not a priorityNo, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy? ☑ Yes ☐ No
No, currently under development No, insufficient human resources staff No, don't have expertise
No, not a priority No, other (provide details):







17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ☑ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): ☐ At induction ☑ At least annually ☐ Every one-to-two years ☐ Every three years or more ☐ Varies across business units ☐ Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
17.1 Should you wish to provide additional information on any of your responses under gender equality indicator 6, please do so below:
Other
Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.) Ambition has created a 'Gender Diversity Function'. Our Head of Gender Diversity, Diana Hewitson, provides intelligence, insights and consultancy services to enable our clients to create sustainable change, and to position their organisation as an employer of choice within the female talent community.
Through a range of networking, partnership and strategic sourcing initiatives, Diana continues to build our candidate network of top female talent, whilst supporting them with their career and work-life balance aspirations.
We have also formed a team of Elite Partners who work with our clients and top female talent on the following activities in support of Gender Equilibrium:
Speaking engagements
Focus group facilitationWorkshops
Coaching
Transformation projects
 A range of specialist services/workshops, including: Personal brand
☐ Empowerment & development
□ Unconscious bias
□ Leadership□ Talent management
Strategy & delivery
□ Diversity & Inclusion
□ Behavioural change □ Well-being & mindfulness
□ Well-being & mindfulness□ Project mastery
☐ Financial literacy







☐ Business acumen

Through a range of networking, partnership and strategic sourcing initiatives, Diana continues to build our candidate network of top female talent, whilst supporting them with their career and work-life balance aspirations.

Diana also provides internal education and awareness programs for Ambition employees on the topic of Gender Diversity.





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 55.3% females and 44.7% males.

Promotions

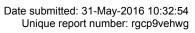
- 2. 69.0% of employees awarded promotions were women and 31.0% were men
 - 66.7% of all manager promotions were awarded to women
 - ii. 69.6% of all non-manager promotions were awarded to women.
- 3. 0.3% of your workforce was part-time and 6.9% of promotions were awarded to part-time employees.

Resignations

- 4. 49.1% of employees who resigned were women and 50.9% were men
 - 25.0% of all managers who resigned were women
 - i. 53.2% of all non-managers who resigned were women.
- 0.3% of your workforce was part-time and 7.3% 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 and ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave and ceased employment before returning to work
- iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 0.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.







Notification and access

List of employee organisations	Ambition Group Limited
CEO sign off confirmation	
Name of CEO or equivalent	Laurent Toussaint
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: