2022 - 23 Gender Equality Reporting

Submitted By:

Computershare Limited  71005485825
Computershare Investor Services Pty Limited  48078279277
Computershare Technology Services Pty Ltd  85058216014
Computershare Communication Services Pty Limited  76007153184
Computershare Plan Managers Pty Ltd  56084591131
Computershare Utility Services Pty Ltd  58090155445
Georgeson Shareholder Communications Australia Pty. Ltd.  19092812470
#Workplace Overview

##Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?
   - **Recruitment:** Yes Policy; Strategy
   - **Retention:** Yes Strategy
   - **Performance management processes:** Yes Policy; Strategy
   - **Promotions:** Yes. Policy; Strategy
   - **Talent identification/identification of high potentials:** Yes Strategy
   - **Succession planning:** Yes Strategy
   - **Training and development:** Yes Policy; Strategy
   - **Key performance indicators for managers relating to gender equality:** Yes Policy; Strategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?
   - Yes Policy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.
   <p>We will work hard to make sure everyone is included within our organisation, removing barriers and obstacles to give everyone an equal opportunity to succeed. We believe in equality and inclusion regardless of age, ethnicity, cultural background, gender identity, marital or family status, religion, disabilities, socio-economic background or sexual orientation. This applies throughout our group, around the world with no exceptions. We capture this ethic in our ‘Being Purple’ ways of
working. Computershare’s cultural framework. Our first pillar, ‘Work well together’ provides clear expectations relative to diversity for the entire workforce along with additional focus points for managers and senior leadership.

## Governing Bodies

**Organisation:** Computershare Limited  
**1.Name of the governing body:** Stuart Irving  
**2.Type of the governing body:** Board of Directors

3. **Specified governing body type:**

### Number of governing body chair and member by gender:

<table>
<thead>
<tr>
<th></th>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Member</td>
<td>3</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

4. **Formal section policy and/or strategy:** Yes  
   **Selected value:** Policy; Strategy

6. **Target set to increase the representation of women:** No

   6.1 **Percentage (%) of target:**  
   6.2 **Year of target to be reached:**

   **Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. **Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation’s governing body?**  
   Yes  
   **Selected value:** Policy; Strategy
Organisation: Computershare Limited
1. Name of the governing body: Stuart Irving
2. Type of the governing body: Board of Directors

3. Specified governing body type:

<table>
<thead>
<tr>
<th>Chair</th>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Member</th>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

4. Formal section policy and/or strategy: Yes
Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target: 
6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40% men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body? Yes
Selected value: Policy; Strategy

Organisation: Computershare Investor Services Pty Limited
1. Name of the governing body: Stuart Irving
2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:
### Chair

<table>
<thead>
<tr>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>1</td>
</tr>
</tbody>
</table>

### Member

<table>
<thead>
<tr>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

**4. Formal section policy and/or strategy:** Yes  
**Selected value:** Policy; Strategy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**  
**6.2 Year of target to be reached:**

**Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**  
**Yes**

**Selected value:** Policy; Strategy

**Organisation:** Computershare Technology Services Pty Ltd  
1. **Name of the governing body:** Stuart Irving  
2. **Type of the governing body:** Board of Directors

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

| Chair
| Female (F) | Male (M) | Non-Binary |
|-------|-----------|----------|------------|
|       | 1         |          | 1          |

| Member
| Female (F) | Male (M) | Non-Binary |
|---------|----------|----------|------------|
| 3       | 3        |          |            |
4. Formal Section Policy and/or Strategy: Yes
   Selected Value: Policy; Strategy

6. Target set to increase the representation of women: No

   6.1 Percentage (%) of target:
   6.2 Year of target to be reached:

   Selected Value: Governing body has gender balance (i.e. 40% women / 40% men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
   Yes
   Selected Value: Policy; Strategy

Organisation: Computershare Communication Services Pty Limited
1. Name of the Governing Body: Stuart Irving
2. Type of the Governing Body: Board of Directors

3. Specified governing body type:

   Number of governing body chair and member by gender:

<table>
<thead>
<tr>
<th></th>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Member</td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

4. Formal Section Policy and/or Strategy: Yes
   Selected Value: Policy; Strategy

6. Target set to increase the representation of women: No
6.1 Percentage (%) of target:
6.2 Year of target to be reached:

Selected value: Governing body has gender balance (i.e. 40% women / 40% men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation’s governing body?
Yes
Selected value: Policy; Strategy

Organisation: Computershare Plan Managers Pty Ltd
1. Name of the governing body: Stuart Irving
2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

<table>
<thead>
<tr>
<th></th>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Member</td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

4. Formal section policy and/or strategy: Yes
Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:
6.2 Year of target to be reached:
Selected value: Governing body has gender balance (i.e. 40% women / 40% men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
   Yes
   Selected value: Policy; Strategy

Organisation: Computershare Utility Services Pty Ltd
1. Name of the governing body: Stuart Irving
2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

<table>
<thead>
<tr>
<th></th>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Member</td>
<td>3</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

4. Formal section policy and/or strategy: Yes
   Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

   6.1 Percentage (%) of target:
   6.2 Year of target to be reached:

   Selected value: Governing body has gender balance (i.e. 40% women / 40% men / 20% any gender)

Details:
7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body? Yes

**Selected value:** Policy; Strategy

**Organisation:** Georgeson Shareholder Communications Australia Pty. Ltd.

1. **Name of the governing body:** Stuart Irving
2. **Type of the governing body:** Board of Directors

3. **Specified governing body type:**

   **Number of governing body chair and member by gender:**

<table>
<thead>
<tr>
<th></th>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Member</td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
</tbody>
</table>

4. **Formal section policy and/or strategy:** Yes
   **Selected value:** Policy; Strategy

6. **Target set to increase the representation of women:** No
   6.1 **Percentage (%) of target:**
   6.2 **Year of target to be reached:**

   **Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

Details:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body? Yes

**Selected value:** Policy; Strategy
2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

<p>We will work hard to make sure everyone is included within our organisation, removing barriers and obstacles to give everyone an equal opportunity to succeed. We believe in equality and inclusion regardless of age, ethnicity, cultural background, gender identity, marital or family status, religion, disabilities, socio-economic background or sexual orientation. This applies throughout our group, around the world with no exceptions. We capture this ethic in our ‘Being Purple’ ways of working, Computershare’s cultural framework. Our first pillar, ‘Work well together’ provides clear expectations relative to diversity for the entire workforce along with additional focus points for managers and senior leadership.</p>

#Action on gender equality

**Gender Pay Gaps**

1. Do you have a formal policy and/or formal strategy on remuneration generally?
   - Yes

   **Strategy**
   1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?
   - Yes
   - To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)

2. What was the snapshot date used for your Workplace Profile?
   - 2023-03-31

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

**Employer action on pay equality**

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?
   - Yes
   1.1 When was the most recent gender remuneration gap analysis undertaken?
   - Within the last 1-2 years
   1.2 Did you take any actions as a result of your gender remuneration gap analysis?
   - Yes
Identified cause/s of the gaps; Reported pay equity metrics (including gender pay gaps) to the executive

1.3 What type of gender remuneration gap analysis has been undertaken?

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

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?
   Yes
   1.1 How did you consult employees?
   Consultative committee or group; Focus groups; Survey
   1.2 Who did you consult?
   ALL staff

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

3. On what date did your organisation share your last year’s public reports with employees and shareholders?
   Employees:  
   Shareholder:  

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?
   Yes

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

Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?
   Yes
   Policy; Strategy

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:
   A business case for flexibility has been established and endorsed at the leadership level
   Yes

   The organisation's approach to flexibility is integrated into client conversations
   No
   Not aware of the need

   Employees are surveyed on whether they have sufficient flexibility
   Yes

   Employee training is provided throughout the organisation
   Yes

   The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)
   Yes

   Flexible working is promoted throughout the organisation
   Yes

   Targets have been set for engagement in flexible work
   No
   Not aware of the need
Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
Yes

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
Yes

Leaders are held accountable for improving workplace flexibility
Yes

Leaders are visible role models of flexible working
Yes

Manager training on flexible working is provided throughout the organisation
Yes

Targets have been set for men's engagement in flexible work
No
Not aware of the need

Team-based training is provided throughout the organisation
Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?
   Carer's leave: Yes
   SAME options for women and menFormal options are available

   Compressed working weeks: Yes
   SAME options for women and men

   Flexible hours of work: Yes
   SAME options for women and menFormal options are available

   Job sharing: Yes
   SAME options for women and men
Part-time work: Yes
SAME options for women and men

Purchased leave: No
Not aware of the need
Remote working/working from home: Yes
SAME options for women and men
Time-in-lieu: Yes
SAME options for women and men

Formal options are available

Unpaid leave: Yes
SAME options for women and men
Formal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?
Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?
Yes, women and men

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.
<p>The People Request Portal (PRP) was includes the ability for all employees globally to request homeworking or part-time homeworking, it includes the ability for employees to request a change of hours or work schedule, providing a globally consistent way to request a range of flexible working options. Training is offered to help leaders manage hybrid and flexible schedules among team members. All flexibility and requests for hybrid working are based on roles and responsibilities, not gender. </p>

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?
Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.
Support for carers

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

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?
   2.1. Employer subsidised childcare
       No
       Not aware of the need
   2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)
       No
       Insufficient resources/expertise
   2.3. Breastfeeding facilities
       Yes
       Available at SOME worksites
   2.4. Childcare referral services
       No
       Not aware of the need
   2.5. Coaching for employees on returning to work from parental leave
       No
       Not aware of the need
   2.6. Targeted communication mechanisms (e.g. intranet/forums)
       Yes
       Available at ALL worksites
   2.7. Internal support networks for parents
       Yes
       Available at ALL worksites
   2.8. Information packs for new parents and/or those with elder care responsibilities
       No
       Not aware of the need
   2.9. Parenting workshops targeting fathers
       No
       Not aware of the need
   2.10. Parenting workshops targeting mothers
No
Not aware of the need

2.11. Referral services to support employees with family and/or caring responsibilities
No
Not aware of the need

2.12. Support in securing school holiday care
No
Not aware of the need

2.13. On-site childcare
No
Not aware of the need

2.14. Other details: No

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

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?
   Yes
   Policy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?
   Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?
   All Non-Managers
   Yes
   Voluntary question: All Non-Managers
9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

**Family or domestic violence**

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

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?
   - A domestic violence clause is in an enterprise agreement or workplace agreement
     - Yes
   - Confidentiality of matters disclosed
     - Yes
   - Protection from any adverse action or discrimination based on the disclosure of domestic violence
     - Yes
   - Employee assistance program (including access to psychologist, chaplain or counsellor)
     - Yes
   - Emergency accommodation assistance
     - No
     - Not a priority
   - Provision of financial support (e.g. advance bonus payment or advanced pay)
     - No
   - Flexible working arrangements
     - Yes
Offer change of office location
No

Access to medical services (e.g. doctor or nurse)
No
Not a priority

Training of key personnel
No
Not aware of the need

Referral of employees to appropriate domestic violence support services for expert advice
Yes

Workplace safety planning
No
Not aware of the need

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
No

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
No

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
Yes
Is the leave period unlimited?
No

Number of Days:
Access to unpaid leave
Yes
Is the leave period unlimited?
No

Number of days:

Provide Details: No

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