



Date Created: 12-06-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

New Hope Corporation Limited 38010653844

New Oakleigh Coal Pty. Ltd. 36055151196

New Acland Coal Pty. Ltd. 90081022380

Bengalla Mining Company Pty Limited 32053909470

Bridgeport Energy Limited 61137446952

Acland Pastoral Co. Pty Ltd 13009888395

Queensland Bulk Handling Pty Ltd 46010284509

Bengalla Management Pty Limited 41003713399

Bengalla Agricultural Company Pty Ltd 88639448267

#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
Retention: Yes
Strategy
Performance management processes: Yes
Strategy
Promotions: Yes.
Strategy
Talent identification/identification of high potentials: YesStrategy
Succession planning: Yes
Strategy
Training and development: Yes
Strategy
Key performance indicators for managers relating to gender equality: YesStrategy
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?
YesPolicy
4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Governing Bodies

Organisation: Bengalla Mining Company Pty Limited

1.Name of the governing body: Bengalla Mining Company Board of Directors

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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 1	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value:

Other value:

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:

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?

No

Selected value:

Organisation: New Hope Corporation Limited

1.Name of the governing body: New Hope Board of Directors

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
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	4	0

4.Formal section policy and/or strategy: No

Selected value:

Other value:

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:

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?

No

Selected value:

Organisation: Queensland Bulk Handling Pty Ltd

1.Name of the governing body: Queensland Bulk Handling Board of Directors

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
	0	1	0
Member			

Female (F)	Male (M)	Non-Binary
0	1	0

4. Formal section policy and/or strategy: No

Selected value:

Other value:

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:

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?

No

Selected value:

Organisation: Bridgeport Energy Limited

1. Name of the governing body: Bridgeport Energy Limited Board of Directors

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
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	0	2	0

4. Formal section policy and/or strategy: No

Selected value:

Other value:

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:

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?

No

Selected value:

Organisation: Bengalla Management Pty Limited

1.Name of the governing body: Bengalla Management Board of Directors

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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 1	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value:

Other value:

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:

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?

No

Selected value:

Organisation: New Oakleigh Coal Pty. Ltd.

1.Name of the governing body: New Hope Corporation Limited

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) 0	Male (M) 0	Non-Binary 0
Member	Female (F) 0	Male (M) 0	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Other

Other value: Falls under Parent Body

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:

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?

No

Selected value:

Organisation: New Acland Coal Pty. Ltd.

1.Name of the governing body: New Hope Corporation Limited

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) 0	Male (M) 0	Non-Binary 0
Member	Female (F) 0	Male (M) 0	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value:

Other value:

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:

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?

No

Selected value:

Organisation: Acland Pastoral Co. Pty Ltd

1.Name of the governing body: New Hope Corporation Limited

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) 0	Male (M) 0	Non-Binary 0
Member	Female (F) 0	Male (M) 0	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value:

Other value:

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:

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?

No

Selected value:

Organisation: Bengalla Agricultural Company Pty Ltd

1. Name of the governing body: New Hope Corporation Limited

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) 0	Male (M) 0	Non-Binary 0
Member	Female (F) 0	Male (M) 0	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value:

Other value:

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:

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?

No

Selected value:

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

#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 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 reviews); To implement and/or maintain a transparent and rigorous performance assessment process

2. What was the snapshot date used for your Workplace Profile?

31/03/2023

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)?

No

Currently under development

Estimated completion date: 2024-05-01

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?

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?

No

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Yes

Date:27/06/2022

Shareholder:

No

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

- 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

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)

No

Date Created: 12-06-2023

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

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

No

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

Team-based training is provided throughout the organisation

No

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 men Formal options are available; Informal options are available

Compressed working weeks: Yes

SAME options for women and men Informal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Part-time work: Yes

SAME options for women and men

Purchased leave: Yes

SAME options for women and men Formal options are available

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; Informal 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.**

#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 using the primary/secondary carer definition

1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes

1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:

All, regardless of gender

1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:

Birth; Adoption

1.1.c. How do you pay employer funded paid parental leave to primary carers?

Paying the gap between the employee's salary and the government's paid parental leave scheme

1.1.d. Do you pay superannuation contribution to your primary carers while they are on parental leave?

Yes, on employer funded parental leave; Yes, on government funded parental leave

1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?

6

1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?

91-100%

1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months

1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

Yes

1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:

All, regardless of gender

1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:

Birth; Adoption

Date Created: 12-06-2023

- 1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**
Paying the employee's full salary
- 1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?**
Yes, on employer funded parental leave
- 1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?**
1
- 1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?**
81-90%
- 1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**
Yes
How long is the qualifying period (in months)?
12
- 1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**
Yes
Within 6 months

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

Currently in the process of reviewing and updating the Group Parental Leave Policy to be effective later this year.

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

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

2.5. Coaching for employees on returning to work from parental leave

No

2.6. Targeted communication mechanisms (e.g. intranet/forums)

No

2.7. Internal support networks for parents

No

2.8. Information packs for new parents and/or those with elder care responsibilities

No

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No

2.13. On-site childcare

No

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 Managers:

Yes

At induction

Annually

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

Policy

Date Created: 12-06-2023

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

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

No

Other

Provide Details:

Access to medical services (e.g. doctor or nurse)

No

Training of key personnel

Yes

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

Yes

Workplace safety planning

No

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How many days are provided?

10

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How many days are provided? 10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How many days are provided?

Access to unpaid leave

Yes

Is the leave period unlimited?

No

How many days are provided?

Other: No

Provide Details:

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

Workplace Profile Table

Industry: Coal Mining

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	12	66	0	0	78
	Part-time contract	0	1	0	0	1
Professionals	Full-time permanent	33	54	0	0	87
	Full-time contract	1	0	0	0	1
	Part-time permanent	10	1	0	0	11
	Casual	0	2	0	0	2
Technicians And Trades Workers	Full-time permanent	8	225	0	0	233
	Part-time permanent	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	20	8	0	0	28
	Full-time contract	0	1	0	0	1
	Part-time permanent	5	0	0	0	5
Machinery Operators And Drivers	Full-time permanent	50	410	0	0	460
	Part-time permanent	1	4	0	0	5
	Casual	0	4	0	0	4
Labourers	Full-time permanent	0	6	0	0	6

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Coal Mining

Manager category	Employment status	No. of employees		
		F	M	Total*
KMP	Full-time permanent	3	8	11
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	1	7	8
	Part-time contract	0	1	1
SM	Full-time permanent	0	14	14
OM	Full-time permanent	8	36	44

* Total employees includes Non-binary

Workplace Profile Table

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	Part-time contract	0	1	0	0	1
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	Full-time contract	1	0	0	0	1
	Part-time permanent	10	1	0	0	11
	Casual	0	2	0	0	2
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	Part-time permanent	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	20	8	0	0	28
	Full-time contract	0	1	0	0	1
	Part-time permanent	5	0	0	0	5
Machinery Operators And Drivers	Full-time permanent	50	410	0	0	460
	Part-time permanent	1	4	0	0	5
	Casual	0	4	0	0	4
Labourers	Full-time permanent	0	6	0	0	6

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Workplace Profile Table

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* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Coal Mining

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	7	8
			Non-managers	15	22	37
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		1	1
			Non-managers	3	4	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		3	3
			Non-managers	24	139	163
		Fixed-Term Contract	Non-managers	5	1	6
	Part-time	Permanent	Non-managers	3		3
	N/A	Casual	Non-managers	1	3	4

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Coal Mining

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers		3	3
			Non-managers	8	68	76
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers		1	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	4		4
	Part-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		27	27

* Total employees includes Non-binary

Workforce Management Statistics Table

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Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	7	8
			Non-managers	15	22	37
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		1	1
			Non-managers	3	4	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		3	3
			Non-managers	24	139	163
		Fixed-Term Contract	Non-managers	5	1	6
	Part-time	Permanent	Non-managers	3		3
	N/A	Casual	Non-managers	1	3	4

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Workforce Management Statistics Table

Industry: Coal Mining

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4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers		3	3
			Non-managers	8	68	76
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers		1	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	4		4
	Part-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		27	27

* Total employees includes Non-binary

Workforce Management Statistics Table

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Workforce Management Statistics Table

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