



2013-14 public report form submitted by Aristocrat Technologies Australia Pty Limited to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Aristocrat Technologies Australia Pty Limited 22001660715 7000 Computer System Design and Related Services
Organisation details	Trading name/s ASX code (if relevant) Postal address	PO Box 361,
		NORTH RYDE BC, NSW,1670,Australia
	Organisation phone number	(02) 9013 6000
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this	878





Workplace profile Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees			
			F	М	Total employees	
CEO/Head of Business in Australia	0	Full-time permanent	0	1	1	
ozemioda or Buomiodo III / Idou and		Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Key management personnel	-1	Full-time permanent	1	1	2	
		Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Other executives/General managers	-2	Full-time permanent	1	1	2	
		Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Senior Managers	-3	Full-time permanent	11	37	48	
		Full-time contract	0	0	0	
		Part-time permanent	0	3	3	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Other managers	-4	Full-time permanent	43	162	205	
		Full-time contract	3	1	4	
		Part-time permanent	9	4	13	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			68	210	278	





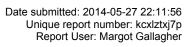
Non-manager

Non-manager occupational categories	Employment status		cluding graduates and ntices)	No. of g app	raduates (if licable)	No. of application	Total employees	
		F	M	F	М	F	М	
Professionals	Full-time	29	83	1	11	0	0	124
	permanent							
	Full-time contract	0	0	0	0	0	0	0
	Part-time	3	8	0	0	0	0	11
	permanent							
	Part-time	0	0	0	0	0	0	0
	contract							
	Casual	0	0	0	0	0	0	0
Technicians and trade	Full-time permanent	3	220	0	0	0	0	223
	Full-time contract	0	0	0	0	0	0	0
	Part-time	5	20	0	0	0	0	25
	permanent							
	Part-time	0	0	0	0	0	0	0
	contract							
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time	0	0	0	0	0	0	0
	permanent							
	Part-time	0	0	0	0	0	0	0
	contract							
	Casual	0	0	0	0	0	0	0
Clerical and administrative	Full-time permanent	80	27	0	0	0	0	107
	Full-time contract	0	0	0	0	0	0	0
	Part-time	26	12	0	0	0	0	38
	permanent							
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Sales	Full-time permanent	3	31	0	0	0	0	34
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0





Non-manager occupational categories	Employment status		cluding graduates and ntices)	No. of g app	raduates (if licable)	No. of appliance	Total employees	
			М	F	М	F	M	
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	1	7	0	0	0	0	8
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Labourers	Full-time permanent	0	5	0	0	0	0	5
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	7	18	0	0	0	0	25
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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	Grand total: all non-managers		431	1	11	0	0	600







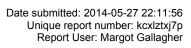
1.5

Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1 SUPPC	Do you have formal policies or formal strategies in place that SPECIFICALLY DRT GENDER EQUALITY in relation to:
1.1 ⊠ Yes	Recruitment? Standalone policy Policy is contained within another policy Standalone strategy
☐ No, ☐ No,	Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
1.2 ⊠ Yes	
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
1.3 □ Yes	Performance management processes?
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No, No,	currently under development insufficient human resources staff don't have expertise not a priority
1.4 ⊠ Yes	Promotions?
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority

Talent identification/identification of high potentials?







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





× res	
	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ☐ No,	currently under development insufficient human resources staff don't have expertise not a priority
	You may provide details of other formal policies or formal strategies that specifically gender equality that may be in place: ersity Policy and Strategy covers a range of items including gender equality.
Gender	equality indicator 2: Gender composition of governing bodies
2 body/bo applical ⊠ Yes □ No	Does your organisation, or any organisation you are reporting on, have a governing pard? (If you answered no, you will only be required to answer question 2.4, if tole)
2.1	Please complete the table below. List the names of organisations on whose

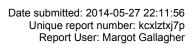
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, also indicate the gender composition of that governing body/board; and where in place, include what gender composition target has been set and the year the target is to be reached. IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition numbers of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a future date in the format of YYYY in the ' Year to be reached' column.

Colu	Organisation name	Chairperson		Board members		% Target	Year to be reached
		F	М	F	M		
1	Aristocrat Leisure Limited	0	1	2	3	0	
2							
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	2.2 For any governing bodies/boards where gender composition targets have not been set, you may specify why below: Governing body has gender balance (e.g 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Don't have control over board appointments (provide details why):										
\boxtimes C	lot a priority Other (provide details): Governing Board has gene participation increased fro										
	body/board members for ALL organisations covered in this report? ☑ Yes										
	☐ Standalone policy ☐ Policy is contained ☐ Standalone strateg ☐ Strategy is contain	Iy			gy						
	lo, in place for some gove lo, currently under develo lo, insufficient human reso lo, do not have control ove	pment ources	staff	tments ((provide	details why	r):				
	lo, don't have expertise lo, not a priority lo, other (provide details):										

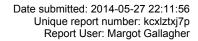




2.4 If your organisation, or any organisation you are reporting on, is a partnership please enter the total number of male and female EQUITY PARTNERS in the following table (if your managing partner is also an equity partner enter those details separately in the relevant row below). If you have a separate governing body/board of directors, please enter its composition in 2.1

	F	M
Managing partner		
Other equity partners		

Gender equality indicator 3: Equal remuneration between women and men
3 Do you have a formal policy or strategy on remuneration generally?☒ Yes
 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):
Tro, other (provide details).
3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy? Yes
 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 paid market rate No, not a priority No, other (provide details):
Tro, other (provide details).
4 Has a gender remuneration gap analysis been undertaken? Yes - please indicate when this analysis was most recently undetaken 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 set by awards or industrial agreements
 No, non-award employees paid market rate No, not a priority No, other (provide details):







Gender equality indicator 4: Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities

Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? ☐ Yes ☐ 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):
5.1 Please indicate the number of weeks of employer funded paid parental leave that are provided for primary carers. 8
5.2 How is employer funded paid parental leave provided to the primary carer? By paying the gap between the employee's salary and the government's paid parental leave scheme
\boxtimes 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)
Do you provide employer funded parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers? ☐ Yes, one week or greater ☐ Yes, less than one week ☐ No
 No, currently being considered No, insufficient human resources staff No, government scheme is sufficient
No, don't know how to implementNo, not a priorityNo, other (provide details)
6.1 Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers. 1

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the last reporting period?

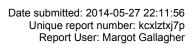
	Primary care	r's leave	Secondary carer's leave			
	Female	Male	Female	Male		
Managers	3	1	0	2		
Non-managers	15	2	0	14		

8 What proportion of your total workforce has access to employer funded paid parental leave?



	Primary carer's leave	Secondary carer's leave
%	100	100

9 Do you have a formal policy or formal strategy on flexible working arrangements?
☐ Yes ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone policy
☐ Standalone strategy☐ Strategy is contained within another strategy
NoNo, currently under development
☐ No, insufficient human resources staff
No, included in workplace agreementNo, don't have expertise
☐ No, don't offer flexible arrangements
No, not a priorityNo, other (provide details):
10 Do you have a formal policy or formal strategy to support employees with family and caring responsibilities? ☐ Yes
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):
Do you have any non-leave based measures to support employees with family and caring responsibilities? Yes
NoNo, currently under development
No, insufficient human resources staff
No, don't have expertiseNo, not a priority
No, other (provide details):
11.1 To understand where these measures are available, do you have other worksites in addition to your head office? ☑ Yes ☐ No
11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'): Employer subsidised childcare
☐ Head office only☐ Other worksites only
☐ Head office and some other worksites ☐ All worksites including head office
On-site childcare







Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
☐ Breastfeeding facilities
Other worksites only
☐ Head office and some other worksites
All worksites including head office
☐ Childcare referral services
☐ Head office only
Other worksites only
☐ Head office and some other worksites
☐ All worksites including head office
☐ Internal support network for parents
☐ Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
Return to work bonus
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
☐ Information packs to support new parents and/or those with elder care responsibilities
☐ Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
Referral services to support employees with family and/or caring responsibilities
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
☐ Targeted communication mechanisms, for example intranet/forums
Head office only
Other worksites only
Head office and some other worksites
None of the above, please complete question 11.3 below
Trone of the above, please complete question 11.0 below
Do you have a formal policy or formal strategy to support employees who are
experiencing family or domestic violence?
Yes
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, don't have expertise
No, not a priority No, ather (provide details):
No, other (provide details):
Access to professional support services is provided through our EAP.

Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence?





⊠ Acces ☐ Traini	oyee assists to leave	tance progr an resource	am					
No No, currently to No, insufficien No, not aware No, don't have No, not a prior No, other (pro	t human re of the nee e expertise rity	esources st ed	aff					
conditions or prac	ctices are		your empl	oyees (plea	ase note th	at not tickir		
indicates that a p	articular ei		term, cond agers	lition or pra	ctice is no		anagers	
	Fer	male	_	ale	Fer	nale	Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work								
Compressed working weeks	\boxtimes		\boxtimes					
Time-in-lieu							\boxtimes	
Telecommuting		\boxtimes		\boxtimes		\boxtimes		\boxtimes
Part-time work							\boxtimes	
Job sharing								
Carer's leave								
Purchased leave								
Unpaid leave	\boxtimes		\boxtimes				\boxtimes	
your employees,	mployment y of the ca er develop man resou pertise	t terms, con ategories lis ment	ils of those	e below: practices ar	re not avai	lable to you		

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace





workplace? Yes No, not needed (provide details why):
 No, insufficient human resources staff No, don't have expertise No, not a priority No, 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 What categories of employees did you consult? ☐ All staff ☐ Women only ☐ Men only ☐ Human resources managers ☑ Management ☑ Employee representative group(s) ☑ Diversity committee or equivalent ☐ Other (provide details):
Gender equality indicator 6: Sex-based harassment and discrimination
16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ⊠ Yes
 ☐ 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):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☑ Yes ☐ No
☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise





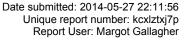
」No, not a priority
No, other (provide details):
Does your workplace provide training for all managers on sex-based harassment and iscrimination prevention? Yes - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years Varies across 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):

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. (Please note that any information you provide here will appear in your public report)

Established a Global Diversity Council during the 2013-2014 reporting period, whose remit includes gender equality.

19 You may provide additional details on any information provided in the report below.







Notification and access

List of employee organisations

CEO sign off confirmation

Name of CEO or equivalent Jamie Odell

Confirmation CEO has signed the report Yes