

Employer Public Report

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Public Reports

WGEA publishes your Public Report, excluding any personal information, on the Data Explorer. WGEA uses its contents for other purposes in electronic or other formats.

What makes up your Public Report?

Your Public Report consists of 2 documents, which you can generate and download after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

Before lodgement

The Public Report must be:

- given to your CEO or equivalent for review, approval and sign off before lodgement.
- shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012*.

Reporting contacts will be asked to declare in the WGEA Employer Portal that all relevant CEOs or equivalents have signed the Public Report.

For detailed information on the requirements to share the Public Report with your employees, members or shareholders, refer to the online Reporting Guide under [Notification and Access requirements](#).

Gender Equality Standards

If your organisation is a single entity employing 500 or more employees, you must have a policy or strategy in place against each of the 6 Gender Equality Indicators. More information can be found within the online Reporting Guide on [Gender Equality Standards](#).

Gender Equality Targets

If your organisation is an employer that directly employs 500 or more employees, you must select and commit to achieve 3 gender equality targets from a [menu](#) of 19 options. At the end of 3 years, you must meet or demonstrate improvement against each selected target. More information can be found on [Gender Equality Targets: Frequently Asked Questions](#).



Workplace overview

Policies and strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when supported by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Other

Provide details: LGBTQ+ and gender diverse inclusion

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles



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

Ausgrid is committed to advancing gender equality through a combination of regulatory compliance and internally driven Inclusion and Diversity initiatives. Our gender equality strategy is shaped by deep data analysis, and by the establishment of ambitious goals for workforce composition, leadership, and frontline roles. For the 2026–2029 period, Ausgrid has set three key goals, all numeric and focused on increasing the representation of women in manager roles, manager promotions, and apprentice positions. These targets are grounded in workforce data and industry benchmarks, ensuring a realistic yet aspirational approach to progress. Our gender goals and baseline data are as follows:

Ausgrid's Goal	2024-25 baseline	31 March 2025	2028-29 goal	31 March 2029
Representation of women in Manager roles increased by 5 percentage points	20%	25%		
Representation of women's promotions to manager increased by 4 percentage points	18%	22%		
Representation of women Apprentices increased by 2 percentage points	28%	30%		

Ausgrid's gender diversity goals aim to foster accountability and transparency across the organisation. We understand that increasing women in apprenticeships strengthens the talent pipeline for both field and leadership roles, and targeted investment in recruitment, development, and succession planning will be critical to success. Ausgrid's gender strategy recognises the need for tailored interventions in specific workforce segments, prioritising apprentice recruitment, development pathways for women in frontline roles, and deliberate recruitment and promotion into leadership positions in under-represented business groups, including employee referral incentives. The organisation leverages existing talent review infrastructure and invests in initiatives such as graduate engineering programs and scholarships to build sustainable pipelines, all that aim to have equal gender representation (or more women where possible). Gender representation in Ausgrid's Early Careers cohorts for FY25/26 were as follows:

- Apprentices – 10% women (4 women of 41)
- Scholarships – 2 ongoing Women in STEM Engineering scholarships with University of Technology Sydney (UTS) and University of NSW
- Interns – 40% (4 women of 10)
- Graduates – 43% (3 women of 7)

Our mentoring program ensures a higher level of women representation, with our FY25/26 cohort consisting of 50% women (40 women as mentees and 9 women as mentors), helping women navigate their career advancement. Ausgrid also champions gender equality through an intersectional lens, actively fostering inclusion for disability, First Nations peoples, LGBTIQ+, and racial equity. This commitment is supported by Ausgrid's Gender Affirmation policy and procedure, specific gender actions within our Innovate Reconciliation Action Plan 2025 - 2027, as well as five well established employee resource groups, ensuring all team members feel safe, respected, and empowered at work, regardless of their background or identity. The organisation also demonstrates its commitment to gender equality by actively supporting International Women's Day, International Men's Day, and Trans Day of Visibility annually, with curated events for each to raise awareness and provide education for all employees. Lunch and Learn sessions were also held in partnership with Ausgrid's Gender Balance Network, showcasing prominent industry leaders. Annual progress reporting and organisation-wide communication ensure ongoing engagement and oversight, supporting Ausgrid's commitment to gender equality and continuous improvement.

Workplace overview

Governing bodies

Gender balance on governing bodies or boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance on the governing body include analysing the gender representation of chairs and other



members, considering gender in the selection of board members, and taking action to drive change through term limits, targets and policies.

1.5 Identify your organisation/s' governing body.

Organisation: Ausgrid Management Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

Ausgrid Operator Partnership

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	1	0
Members (excluding chairs)	3	6

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

Do not have control over governing body/appointments

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Do not have control over governing body/appointments

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



No

Selected value: Do not have control over governing body/appointments

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.



Action on gender equality

Gender pay gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; Remuneration review processes without gender biases; Transparency about pay scales and salary bands; To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap



analysis?

Yes

Created a pay equity strategy or gender equality action plan; Identified cause/s of the gaps; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Reviewed talent acquisition processes; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Ausgrid's annual focus on the gender pay gap is both data-driven and action-oriented, aligning with legal obligations, industry benchmarks, and a genuine commitment to gender equality in the workplace. The organisation recognises that closing the gender pay gap is a complex, long-term endeavour and remains dedicated to sustained investment and leadership engagement to drive change. Ausgrid's analysis indicates the gender pay gap is mainly driven by variable pay (overtime, allowances and other payments) concentrated in male-dominated operational and field roles, highlighting the structural nature of the gap and the need for sustained, systemic change. Ausgrid is addressing this by increasing women's representation in field and technical roles, recognising that lasting progress requires changes to workforce composition. Initiatives include targeted recruitment of female apprentices and engineering graduates, and alternative entry pathways into frontline roles. Strengthening the pipeline and supporting progression into operational positions is expected to improve pay equity over time. The gender pay gap for this reporting period differs from previous years because of a higher percentage of women employed into in senior roles. Each year, Ausgrid undertakes comprehensive gender pay gap reporting to the Workplace Gender Equality Agency (WGEA), our Executive Leadership team and Board, along with sharing gender pay gap results with all Ausgrid employees.

Action on gender equality

Employee consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes



2.4a How did you consult employees about gender equality in the workplace?

Employee experience survey; Consultative committee or group; Exit interviews; Other
Other: Conference

2.4b Who did you consult?

ALL staffEmployee representative group(s); Diversity committee or equivalent

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

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

Inclusion and Diversity data and gender equality updates are provided to Ausgrid's Board annually, with quarterly progress updates to the executive leadership team through the Inclusion and Diversity Council. WGEA FY25/26 results will be shared with the Board, executive leadership team and employees via internal channels. The organisation undertakes annual gender analysis, having put in place a more structured data capture, and review insights from Ausgrid's employee feedback survey (MySay) to inform priorities and track progress. Results of our FY25 MySay Employee Engagement survey showed that on factors such as belonging, diversity and fairness, women are 5%-10% more engaged than their men counterparts. Gender equality and inclusion updates are shared year-round via Ausgrid's intranet (The Wire), CEO messages and fortnightly bulletins. The organisation regularly consults Employee Resource Groups, including the Gender Balance Network and Women in Energy Sector (WES), and work with First Nations, Disability, RACE and Pride LGBTIQ+ employee resource groups to incorporate intersectional perspectives. The Inclusion and Diversity Council (quarterly, co-chaired by Group Executives) addresses key challenges, and memberships with Work180, NAWO, Pride in Diversity, Careers in Colour and the Australian Disability Network also inform our approach. Held in September 2025, the Women from the Field Conference brought together over 250 women from the energy sector, including 76 from Ausgrid, alongside their partners from Endeavour, Essential, and Transgrid as a mechanism for consultation and feedback in real time to build gender diversity and equity in energy. The day, inspired by the theme "Connect. Thrive. Energise.", featured inspiring guest speakers, including Ausgrid Group Executive Kelly Wood, panel discussions with industry leaders, and opportunities for connection, learning, and advancing gender equality across the energy industry.



Flexible working arrangements

Flexible working

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Leaders are held accountable for increasing take up and approval of workplace flexibility; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and the impact of, flexibility measures are reported to the governing body; Reduced hours with full-time pay (e.g. Full time pay but work 4-day week or 9-day fortnight)

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	No	No
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

3.3 If your organisation would like to provide additional information relating to flexible



working and gender equality in your workplace, please do so below.

Ausgrid offers a hybrid work model, allowing office-based employees to work remotely up to two days per week. This flexible approach supports gender equality by accommodating diverse needs, particularly for those with caring responsibilities. For field employees, flexibility is on an individual basis. Eligible employees, such as parents, carers, people with disabilities, those aged 55 or older, pregnant employees, and individuals affected by family or domestic violence, may request tailored work arrangements. Options include changes to hours, flexible schedules, extended remote work, job-sharing, and part-time roles. Ausgrid's Workplace Adjustments Procedure sets out the step-by-step process for employees with specific needs, to request, assess and implement reasonable workplace adjustments, including privacy and confidentiality requirements. These practices remove barriers and foster an inclusive, equitable workplace for all. Field employees are entitled to flexibility with provisions to adjust shifts, rosters, and working hours by mutual agreement, ensuring both operational needs and personal preferences are met. Shifts can be changed or swapped provided, start and finish times, roster patterns, and temporary shift changes for business needs can also be modified by agreement, with written records kept and protections maintained. By allowing this flexibility in the field operations, Ausgrid are hoping to make field roles more suitable to existing and potential employees of all genders.



Employee support for parents and carers

Paid parental leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that the policy is available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 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 distinction

4.1a Please indicate whether your employer-funded paid parental carers leave covers:

Birth; Adoption; Surrogacy; Stillbirth; Fostering

4.1b How do you pay employer-funded paid parental leave?

Paying the employee's full salary

4.1c Are all employees that receive employer-funded paid parental leave entitled to the same number of weeks?

Yes

4.1c(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Entitlement: 20

4.1d Who has access to this type of employer-funded paid parental leave?

Permanent employees; Contract/fixed term employees

4.1e Do you require carers to work for the organisation for a certain amount of time (a minimum service period) before they can access employer-funded paid parental leave?

Yes a minimum service period is required



How long is the minimum service period (in months)?

6

Is the minimum service period the same as the probation period for new employees?

Yes

.....

4.1f Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Anytime within 24 months

.....

4.1g Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)

No

.....

4.1h Do you pay superannuation contributions to your employees while they are on parental leave?

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

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

Ausgrid's Family Leave policy offers flexibility, allowing employees to tailor their leave to suit their caring journey. Staff are not required to take all 20 weeks at once, with various options available to accommodate different needs. With the removal of gender distinctions between primary and secondary carers in the policy, there has been a noticeable increase in men taking longer periods of family leave, reflecting a more inclusive and supportive approach for all caregivers. Across 238 employees in 2025, 200 men took an average of 9.75 weeks, with women taking an average of 21.77 weeks, bringing the overall average parental leave to 11.67 weeks.

Employee support for parents and carers

Support for carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.



4.3 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

4.3a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave

4.4 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No



Support mechanism	Answer
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

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

Alongside Family Leave entitlements, Ausgrid provides access to the Grace Papers platform for all employees to support them navigating all aspects of their caring journey. This platform supports employees and managers with coaching, webinars, and best practice resources for parenting, workplace navigation, and balancing careers with caring responsibilities. In FY25/26, six employees and manager pairs completed Grace Papers Platinum coaching. Through our partnership with Grace Papers, a session on keeping in touch and navigating your career with caring responsibilities was held in 2025. The event was hosted by members of Ausgrid's executive team, sharing stories from both men and women at all levels of the organisation on opportunities and challenges at work returning from Family Leave. Employees are also regularly invited to sessions held by Grace Papers, including 'Parental Leave Roadmap' and 'Return to Work with Confidence' sessions. Ausgrid's Disability employee resource group also plays a role in supporting carers in the workplace by creating opportunities for connection and peer support, sharing practical information on workplace adjustments and flexible work options, and helping to build awareness of the day-to-day impacts of disability for employees and their families. Through its events and advocacy, the group helps strengthen an inclusive culture where employees with caring responsibilities feel supported to access available resources, share important stories and have open conversations with their leaders about what they need to thrive at work. Along with dedicated support through Converge International Employee Assistance Program (EAP), employees of Ausgrid & PLUS ES can use Care & Co Match to receive tailored information, guidance on government care and funding pathways, and personalised assistance. Ranging from self-help resources to full-service hands-on support for coordinating and planning care arrangements, Care & Co Match offers aged workers and carers of elderly parents practical, step-by-step support through both a self-guided online portal and access to experienced care consultants. As a member of Diversity Council Australia, Ausgrid also enables all staff to utilise up-to-date resources on inclusion and diversity, fostering a more supportive and equitable workplace environment. Ausgrid has also commenced engagement with The Australian Breastfeeding Association, to gain further knowledge in best-practice support for carers in the workplace.





Harm prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention and response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; Requirements relating to the frequency and nature of reporting to the governing body and management on sexual harassment; Training for managers and non-managers on respectful workplace conduct and preventing and responding to sexual harassment

5.1b If yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	No
By the CEO (or equivalent)	No

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to managers, non-managers or the governing body?



Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	No	No
All non-managers	Yes	No	No	No
The governing body	No		No	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people such as women, Aboriginal and Torres Strait Islander people, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and/or CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

; Other

Provide Details: As required

Chief Executive Officer or equivalent

Yes

At staff inductions; Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy); More often than annually

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?



Yes

5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train staff on mitigation and control measures

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Trained, trauma-informed support staff/contact officers; Confidential external counselling (e.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring



5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Anonymous disclosures through a staff survey; Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and executive (CEO & KMP) and how frequently?

Governing body

Yes

CEO or equivalent

Key Management Personnel (for Commonwealth public sector: Senior Executive Bands)

Yes

Multiple times per year

5.8a Do your reports on sexual harassment to governing body, KMP and CEO include any of the following?

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

Ausgrid is committed to proactively preventing and responding to sexual harassment and inappropriate workplace behaviours. The organisational capability team plays a key role in shaping initiatives, while regular psychosocial risk assessments, including the completion of bow tie risk assessments, help identify and manage potential hazards. Training is central to our approach, with pilot sessions and e-learning modules raising awareness and building capability across the workforce. Our Safety Rewired 2025–2030 Strategy underpins these efforts, fostering multidisciplinary collaboration for effective psychosocial risk management. Ongoing evaluation and consultation ensure the effectiveness of controls, with continuous improvement embedded in our processes. Through targeted workshops and leadership programs, we are also strengthening Respect at Work principles, reinforcing a culture of inclusion and safety for all employees. Next steps will focus on assessing the effectiveness of



these controls and validating them through structured consultation process with worker representatives. This will ensure controls are practical, understood, and effective in real work settings. Where gaps or opportunities for improvement are identified, additional or enhanced controls will be developed to further protect our people. This work will culminate in a prioritised action plan, providing a clear and structured pathway to strengthen psychosocial risk management. In addition to the work undertaken as part of the psychosocial risk assessment project, Respect at Work principles and expectations have also been strengthened through: •

A pilot of Respect at Work workshops in February 2026, focusing on building awareness, shared understanding and capability to prevent and respond to inappropriate behaviours. Learnings from the pilot will inform broader rollout later in the year. • Ausgrid's Power Up to LEAD program, our leadership program for frontline leaders in the field. The program supports frontline leaders to set clear behavioural expectations, address issues early, motivate and engage diverse teams, and create psychologically safe team environments. This program reinforces leaders' proactive role in creating safe and respectful workplace.

Harm prevention

Family or domestic violence

5.10 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of family and domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training for key personnel in supporting employees experiencing family and domestic violence	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Procedures for referring employees experiencing family and domestic violence support services	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A family and domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Mechanisms for employees experiencing family and domestic violence to request to move to a different workplace location	Yes
Emergency accommodation assistance	No



5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid family and domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid family and domestic violence leave?

20

Access to unpaid family and domestic violence leave?

Yes

Is it unlimited?

Yes

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

While we acknowledge that some employees may have used special leave provisions when experiencing domestic family violence, Ausgrid does not track this due to privacy. Ausgrid's Guidelines – Family Violence Support is in place to ensure a safe, supportive, and confidential environment for employees affected by domestic family violence, using the 'Recognise, Respond, Refer' model, providing flexible work options, access to paid leave, and a range of internal and external support services, while respecting the privacy and individual needs of those involved. Through the organisation's Grants for Good program and donations as part of our International Women's Day event, Ausgrid has also supported the Northern Beaches Women's Shelter. This support helps the Shelter continue providing safe accommodation and practical assistance for women and children experiencing domestic and family violence, elevate understanding of challenges faced by people experiencing domestic family violence, and reinforces our commitment to inclusion, safety and respect to our employees and the broader community.

