



Date Created: 02-06-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 02-06-2023

2022 - 23 Gender Equality Reporting

Submitted By:

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The Trustee For Brightlite Unit Trust 13322464749

MASSON MANUFACTURING PTY LTD 32126617052

#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: No

Insufficient resources/expertise

Performance management processes: Yes

Policy

Promotions: Yes.

Policy

Talent identification/identification of high potentials: YesPolicy

Succession planning: Yes

Policy

Training and development: Yes

Policy

Key performance indicators for managers relating to gender equality: NoNot a priority

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: The Trustee For Brightlite Unit Trust

1.Name of the governing body: Beacon Lighting Group

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
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	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	0	3	0

4. Formal section policy and/or strategy: No

Selected value: Not a priority

Other value:

Details why there is no control over governing body/appointments:

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:

Not a priority

Other 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: Not a priority

Other value:

Organisation: Beacon Lighting Group Limited

1. Name of the governing body: Beacon Lighting Group

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	3	0

4. Formal section policy and/or strategy: No

Selected value: Not a priority

Other value:

Details why there is no control over governing body/appointments:

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:

Not a priority

Other 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: Not a priority

Other value:

Organisation: MASSON MANUFACTURING PTY LTD

1. Name of the governing body: Beacon Lighting Group

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) 3	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value: Not a priority

Other value:

Details why there is no control over governing body/appointments:

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:

Not a priority

Other 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: Not a priority

Other 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

Policy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

No Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

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)?

No

Non-award employees paid market rateSalaries for SOME employees (including managers) are set by awards or industrial agreements and there is NO room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)

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?

NoInsufficient resources/expertise

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

No

Insufficient resources/expertise

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

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

No

Other

Other: Flexible working arrangements have been introduced without the need for a business case

The organisation's approach to flexibility is integrated into client conversations

No

Not a priority

Employees are surveyed on whether they have sufficient flexibility

No

Not a priority

Employee training is provided throughout the organisation

No

Not a priority

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

No

Insufficient resources/expertise

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Not a priority

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No

Insufficient resources/expertise

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

No

Insufficient resources/expertise

Leaders are held accountable for improving workplace flexibility

No

Not a priority

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Not a priority

Targets have been set for men's engagement in flexible work

No

Not a priority

Team-based training is provided throughout the organisation

No

Not a priority

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: No

Not a priority

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

Informal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

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; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available; Informal 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. 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**
Yes
Available at SOME worksites
 - 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**
Yes
Available at SOME worksites
 - 2.3. Breastfeeding facilities**
Yes
Available at SOME worksites
 - 2.4. Childcare referral services**
No
Not a priority
 - 2.5. Coaching for employees on returning to work from parental leave**
No
Not a priority
 - 2.6. Targeted communication mechanisms (e.g. intranet/forums)**
No
Not a priority
 - 2.7. Internal support networks for parents**
No
Not a priority
 - 2.8. Information packs for new parents and/or those with elder care responsibilities**
Yes
Available at ALL worksites
 - 2.9. Parenting workshops targeting fathers**
No
Not a priority
 - 2.10. Parenting workshops targeting mothers**
No
Not a priority

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

Not a priority

2.13. On-site childcare

No

Not a priority

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

Policy

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

No

Currently under development

Estimated Completion Date: 2023-12-07

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

Other

Provide Details: Considered on a case by case scenario

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

No

Other

Provide Details: Considered on a case by case scenario

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Not a priority

Training of key personnel

No

Not a priority

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

Yes

Workplace safety planning

Yes

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

No

Currently under development

Estimated Completion Date: 2023-12-07

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

Yes

Is the leave period unlimited?

No

Number of days:

10

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

Yes

Date Created: 02-06-2023

Is the leave period unlimited?

Yes

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

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**

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0		0
			Managers	129	78	207
			Non-managers	63	30	93
		Fixed-Term Contract	Managers	15	3	18
	Part-time	Permanent	Managers	3		3
			Non-managers	30	3	33
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	117	111	228
			Non-managers	144	84	228
		Fixed-Term Contract	Non-managers	3	3	6
	Part-time	Permanent	Managers	0	0	0
			Non-managers	120	51	171
	3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	108	90
Non-managers				213	120	333
Fixed-Term Contract			Non-managers	3		3
Part-time		Permanent	Managers		3	3
			Non-managers	186	117	303
N/A		Casual	Non-managers	378	234	612

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: All Industries

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	99	117	216
			Non-managers	198	99	297
	Part-time	Permanent	Managers	6		6
			Non-managers	210	102	312
	N/A	Casual	Non-managers	348	225	573
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	24	
Non-managers				15		15
Part-time		Permanent	Managers	3		3
			Non-managers	24		24
N/A		Casual	Non-managers	3		3
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?		Part-time	Permanent	Managers		9

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	3	3
	Part-time	Permanent	Non-managers	9	9

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Polymer Product and Rubber Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Male	Total*
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers	3	3

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Polymer Product and Rubber Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Non-managers	3	3

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	129	78	207
			Non-managers	63	30	93
		Fixed-Term Contract	Managers	15	3	18
	Part-time	Permanent	Managers	3		3
			Non-managers	30	3	33
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Non-managers				144	84	228
Fixed-Term Contract			Non-managers	3	3	6
Part-time		Permanent	Managers	0	0	0
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3. How many employees (including partners with an employment contract) were externally appointed?		Full-time	Permanent	Managers	108	90
	Non-managers			213	117	330
	Fixed-Term Contract		Non-managers	3		3
	Part-time	Permanent	Managers		3	3
			Non-managers	186	117	303
	N/A	Casual	Non-managers	378	234	612

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

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	99	117	216
			Non-managers	198	96	294
	Part-time	Permanent	Managers	6		6
			Non-managers	210	102	312
	N/A	Casual	Non-managers	348	225	573
	5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	24	
Non-managers				15		15
Part-time		Permanent	Managers	3		3
			Non-managers	24		24
N/A		Casual	Non-managers	3		3
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?		Part-time	Permanent	Managers		9

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	3	3
	Part-time	Permanent	Non-managers	9	9

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	159	118	0	0	277
	Part-time permanent	6	1	0	0	7
	Casual	1	1	0	0	2
Professionals	Full-time permanent	27	20	0	0	47
	Part-time permanent	6	0	0	0	6
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	0	13	0	0	13
Clerical And Administrative Workers	Full-time permanent	25	7	0	0	32
	Part-time permanent	6	0	0	0	6
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	101	59	0	0	160
	Part-time permanent	169	37	0	0	206
	Casual	157	111	0	0	268
Machinery Operators And Drivers	Full-time permanent	2	37	0	0	39
	Part-time permanent	1	2	0	0	3
	Casual	2	0	0	0	2
Labourers	Full-time permanent	0	16	0	0	16
	Part-time permanent	2	9	0	0	11

* 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: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	2	7	9
GM	Full-time permanent	2	5	7
	Part-time permanent	2	1	3
SM	Full-time permanent	11	9	20
	Casual	1	0	1
OM	Full-time permanent	144	96	240
	Part-time permanent	4	0	4
	Casual	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Polymer Product and Rubber Product Manufacturing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	1	0	0	1
Machinery Operators And Drivers	Full-time permanent	1	3	0	0	4

* 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: Polymer Product and Rubber Product Manufacturing

Manager category	Employment status	No. of employees		
		F	M	Total*
SM	Full-time permanent	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Other Store-Based Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	157	112	0	0	269
	Part-time permanent	5	1	0	0	6
	Casual	0	1	0	0	1
Professionals	Full-time permanent	27	20	0	0	47
	Part-time permanent	6	0	0	0	6
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	0	13	0	0	13
Clerical And Administrative Workers	Full-time permanent	25	7	0	0	32
	Part-time permanent	6	0	0	0	6
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	101	59	0	0	160
	Part-time permanent	169	37	0	0	206
	Casual	157	111	0	0	268
Machinery Operators And Drivers	Full-time permanent	1	34	0	0	35
	Part-time permanent	1	2	0	0	3
	Casual	2	0	0	0	2
Labourers	Full-time permanent	0	16	0	0	16
	Part-time permanent	2	9	0	0	11

* 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: Other Store-Based Retailing

Manager category	Employment status	No. of employees		
		F	M	Total*
KMP	Full-time permanent	1	3	4
GM	Full-time permanent	1	5	6
	Part-time permanent	1	1	2
SM	Full-time permanent	11	8	19
OM	Full-time permanent	144	96	240
	Part-time permanent	4	0	4
	Casual	0	1	1

* Total employees includes Non-binary

Workplace Profile Table

Industry: Finance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	2	5	0	0	7
	Part-time permanent	1	0	0	0	1
	Casual	1	0	0	0	1

* 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: Finance

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	4	5
GM	Full-time permanent	1	0	1
	Part-time permanent	1	0	1
SM	Casual	1	0	1

* Total employees includes Non-binary