



2014-15 public report form submitted by Flinders University to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Flinders University 65542596200 8102 Higher Education
Organisation details	Trading name/s ASX code (if relevant) Postal address Organisation phone number	GPO Box 2100 ADELAIDE SA 5001 Australia (08) 8201 3911
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this	5,195

Workplace profile

					The state of the s
Manager occupational categories	Reporting level to CEO	Employment status	ш	NO.	No. of employees
		P. 11 25		IAI	i oral emproyees
		Full-time permanent	0	0	0
		Full-time contract	0	1	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	0	0
		Full-time contract	2		6
Key management personnel	7	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	5	7
:		Full-time contract	6	27	36
Other executives/General managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	14	40	54
		Full-time contract	26	33	59
Senior Managers	۴-	Part-time permanent	0	3	3
		Part-time contract	3	14	17
		Casual	1	0	
		Full-time permanent	100	134	234
		Full-time contract	44	36	80
Other managers	4	Part-time permanent	20	6	29
		Part-time contract	31	6	40
		Casual	22	5	27
Grand total: all managers			274	323	597

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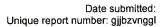
Non-manager

Total employees 1,757 No. of apprentices (if applicable) No. of graduates (if applicable) No. of employees (excluding graduates and Σ ω apprentices) 1,108 permanent Full-time contract Full-time permanent Full-time contract permanent Full-time contract Full-time contract Full-time contract Employment status permanent Part-time contract Casual Part-time permanent Part-time Part-time permanent Part-time permanent permanent Part-time contract permanent permanent Casual Full-time Part-time Part-time Part-time contract Casual Full-time Full-time Full-time contract Casual Non-manager occupational Clerical and administrative Community and personal service Technicians and trade categories Professionals Sales

Workplace Gender Equality Agency

Non-manager occupational	Employment	No. of employees (e	No. of employees (excluding graduates and apprentices)	No. of gr appl	No. of graduates (if applicable)	No. of app	No. of apprentices (if applicable)	Total
Salogana	orgino	Ы	N	F	Σ	1	Σ	employees
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	O
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	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	o	0	C
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	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
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	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		3,086	1,512	0	0	0	0	4.598









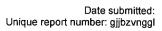
Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

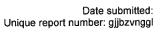
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority	
1.2 Retention? ☐ Yes (you can select policy and/or strategy options) ☐ 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, don't have expertise ☐ No, not a priority	
1.3 Performance management processes? ☐ Yes (you can select policy and/or strategy options) ☐ 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, don't have expertise ☐ No, not a priority	
1.4 Promotions? ☐ Yes (you can select policy and/or strategy options) ☐ 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, don't have expertise ☐ No, not a priority	







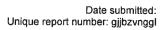
1.5 Talent identification/identification of high potentials? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone attatogy
☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.6 Succession planning?
 Yes (you can select policy and/or strategy options) ☐ 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, don't have expertise No, not a priority
1.7 Training and development?☑ Yes (you can select policy and/or strategy options)
☐ 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, don't have expertiseNo, not a priority
1.8 Resignations?
Yes (you can select policy and/or strategy options) Standalone policy
 ☐ Policy is contained within another policy ☐ Standalone strategy
No, currently under developmentNo, insufficient human resources staff
No, don't have expertise
No, not a priority
1.9 Key performance indicators for managers relating to gender equality? Yes (you can select policy and/or strategy options)
☐ 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, don't have expertise
No, not a priority







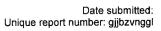
1.10 Gender equality overall? ☐ Yes (you can select policy and/or strate) ☐ Standalone policy ☐ Policy is contained within anoth ☐ Standalone strategy ☐ Strategy is contained within and ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise	er policy	
No, not a priority 1.11 You may provide details of other for support gender equality that may be in place. Policy on Gender on Committees. Women on Campus webpages. Accreditation by Australian Breastfeeding Amaternity Leave Forums. Regular Maternity Leave Questionnaires to Flexible Employment Practices Discussion. Return to Work Provisions (Financial support	e: ssociation returning Maternity Le Tool	
Pregnancy and Parenting Online Commun opportunities) FlindersWIN (women's email listserver - all list upon commencing employment) Equal Opportunity Contact Officer Network Equal Opportunity and Diversity Committee Chancellor (CEO)	ty (web-based discuss women staff are auton	natically subscribed to this
1.12 Should you wish to provide additio Gender equality indicator 1, please do so b		of your responses under
Gender equality indicator 2: Gender compo	sition of governing boo	dies
2 Does your organisation, or any orgbody/board?☒ Yes☒ No	anisation you are repo	rting on, have a governing
2.1 Please complete the table below. I governing bodies/boards you are reporting composition (in numbers, not percentages) include what percentage target has been syear the target is to be reached.	For each organisation of that governing body	n, enter the gender y/board; and where in place
IMPORTANT NOTE: where an organisation enter the gender composition NUMBERS of set for that particular governing body/board column and leave the 'Year to be reached' from 0-100 in the '% Target' column and a reached' column.	of that governing body/ of, please enter the number of column blank. Otherwi	board. If no target has beer nber 0 in the '% Target' ise, please enter a number
Gender and NUMBER NU	representage) of of working members	riget for sentation Year to be omen on reached his board (in YYYY)







	F	M		M	percentage number from 0-100)	format, if no target has been set, leave blank)
1		1	10	9		icero siam,
2						
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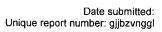




29							
30							
tick	organisation lis the box confirm	ted as ha ing this i	aving a go s an accu	overning bo rate NUME	dy/board BER, and l	body/board mem in the table in qu NOT a PERCEN not percentages.	
	nen has not bee	en set, yo has gen developi an resou ertise	ou may sp der balan ment rces staff	ecify why b ce (e.g. 40	oelow: % women	elating to the rep /40% men/20% e details why):	
	Not a priority Other (provide o	letails):					
	y/board member fes Standal Policy is Standal Strategy No No, in place for No, currently un	one polices contain one strate is contain some go der devenuman recontrol of the control of the	EL organis Ey ed within egy ained with verning belopment esources a	another po in another odies	ered in thi	election strategy f s report? vide details why):	or governing
	No, don't have e No, not a priority No, other (provi	y					
fem Det wor	orporated entity ale and male ed ails of your mar	(i.e. Pty quity part naging part f you hav	Ltd, Ltd o tners (exc artner sho ve a sepa	r Inc)). For luding the l uld be inclu	partnersh managing uded sepa	ips, please enter partner) in the fo trately in the CEC	organisation is an the total number of ollowing table. O row of your s, please enter its

Somposition in quosion 2.17	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

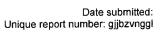
2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:







Gender equality indicator 3: Equal remuneration between women and men
 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 priorityNo, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy?
☐ Yes (provide details in questions 3.2 and/or 3.3 below) ☐ 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 are paid market rate No, not a priority
No, other (provide details):
 Has a gender remuneration gap analysis been undertaken? ✓ Yes. When was the most recent gender remuneration gap analysis undertaken? ✓ 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 for ALL 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)
 No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate
No, not a priority No, other (provide details):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below: Organisation-wide By staff classification





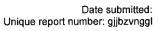


 4.1 Were any actions taken as a result of your gender remuneration gap analysis? ✓ Yes - please indicate what actions were taken (more than one option can be selected): ✓ Created a pay equity strategy or action plan ✓ Identified cause/s of the gaps
 ☐ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps ☐ Analysed performance ratings to ensure there is no gender bias (including
unconscious bias) Analysed performance pay to ensure there is no gender bias (including
unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any like-for-like gaps Set targets to reduce any organisation-wide gaps Reported pay equity metrics to the board Reported pay equity metrics to the executive Corrected like-for-like gaps Conducted a gender-based job evaluation process Implemented other changes (provide details):
 No No unexplainable or unjustifiable gaps identified 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 are paid market rate No, unable to address cause/s of gaps (provide details why):
No, not a priorityNo, other (provide details):
4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and 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 parental leave that are provided for primary carers.18
5.2 How is employer funded paid parental leave provided to the primary carer?





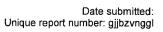
□ p	mandan dina	5 - 1 - 1 - 1	, .		
leave :	scheme			and the government's he government's paid	•
regard half pa	lless of the perionsy for 24 weeks	d of time over which	ch it is paid. Fo	or example, full pay fo	or 12 weeks or
∐ As	a lump sum pay	ment (paid pre- or	post- parental	l leave, or a combinat	tion)
Yes	on to any govern s, one week or g s, less than one currently being insufficient hum	ment funded paren reater week considered nan resources staff heme is sufficient to implement	ital leave sche	leave for SECONDA eme for secondary ca	RY CARERS, in rers?
6.1 provide 1	Please indicate ed for secondary	e the number of we carers.	eeks of employ	ver funded parental le	eave that are
7 utilised	How many fem I parental leave	nale and male man (paid and/or unpaid Primany care	d) during the p	male and male non-m past reporting period?	
		Female Female	Male	Secondary car Female	Male
٨	Managers	7	0	0	4
	Non-managers 92				
Nor	n-managers	92	0	0	13
Nor 8 leave?			-0	0 cess to employer fund	
8	What proportio	n of your total worl	-0	cess to employer fund Secondary carer's.	ded paid parental
8	What proportio	n of your total worl	-0	cess to employer fund	ded paid parental
8 leave?	What proportion Primare Do you have a	n of your total worl y carer's leave 50	xforce has acc	cess to employer fund Secondary carer's.	ded paid parental
8 leave? %	What proportion Primar Do you have a	on of your total work y carer's leave 50 formal policy or for policy	rmal strategy	cess to employer fund Secondary carer's 50	ded paid parental
8 leave? %	What proportion Primare Do you have a Standalone Policy is co	on of your total work y carer's leave 50 formal policy or for policy ntained within anot	rmal strategy	cess to employer fund Secondary carer's 50	ded paid parental
8 leave? %	What proportion Primare Do you have a Standalone □ Policy is co □ Standalone	on of your total work y carer's leave 50 formal policy or for policy ntained within anot	rmal strategy	Secondary carer's 50 on flexible working ar	ded paid parental
8 leave? % 9 Yes	Do you have a Standalone Policy is co Standalone Strategy is	formal policy or formation within anot strategy contained within and	rmal strategy	Secondary carer's 50 on flexible working ar	ded paid parental
8 leave? % 9 Yes No, No, No,	Do you have a Standalone Policy is co Standalone Strategy is currently under insufficient hum	formal policy or formation within anot strategy contained within and development an resources staff	rmal strategy	Secondary carer's 50 on flexible working ar	ded paid parental
8 leave? % 9 No No, No, No, No,	Do you have a Standalone Policy is co Standalone Strategy is currently under insufficient hum included in work	formal policy or formation within anot strategy contained within and development an resources staff splace agreement	rmal strategy	Secondary carer's 50 on flexible working ar	ded paid parental
8 leave? % 9 No No, No, No, No, No, No, No, No, No,	Do you have a Standalone Policy is co Standalone Strategy is currently under insufficient hum included in work don't have expe	formal policy or formation within anot strategy contained within and development an resources staff splace agreement	rmal strategy	Secondary carer's 50 on flexible working ar	ded paid parental
8 leave? % % No No, No,	Do you have a Standalone Policy is co Standalone Strategy is currently under insufficient hum included in work don't have expe	formal policy or formation and within anotation and within anotation and development an resources staff colace agreement entise ale arrangements	rmal strategy	Secondary carer's 50 on flexible working ar	ded paid parental
8 leave?	Do you have a Standalone Policy is co Standalone Strategy is currently under insufficient hum included in work don't have expe don't offer flexib not a priority other (provide d	formal policy or formal policy ontained within and strategy contained within are development an resources staff eplace agreement ertise alle arrangements details):	rmal strategy wher policy	Secondary carer's 50 on flexible working ar	ded paid parental







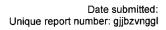
☐ Standalone strategy☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, don't offer flexible arrangements No, not a priority No, other (provide details):
11 Do you have any non-leave based measures to support employees with family and caring responsibilities? ☐ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff
 No, don't have expertise No, 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 ☐ Head office only ☐ 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







☐ 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
☐ All worksites including head office ☐ Targeted communication mechanisms, for example intranet/forums
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
☐ None of the above, please complete question 11.3 below
11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:
Pregnancy and Parenting Online Community is available at all worksites
Maternity Leave Forums take place twice yearly at Head office, but arrangements can be
made for workshops at other sites
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, not a priority
No, other (provide details):
Other than a policy or strategy, do you have any measures to support employees who
are experiencing family or domestic violence?
Yes - please indicate the type of measures in place (more than one option can be
selected):
Employee assistance program
Access to leave
☐ Training of human resources (or other) staff
Referral to support services
Other (provide details):
□No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, not aware of the need
No, don't have expertise
☐ No, not a priority
No other (provide details):



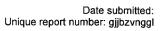




Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

indicates that a particular employment term, condition or practice is not in place):									
		Mana	agers	UN ELECTION (Non-managers				
	Female Male		ale	Fer	nale	Male			
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal	
Flexible hours of work			\boxtimes						
Compressed working weeks									
Time-in-lieu		\boxtimes							
Telecommuting		×		\boxtimes					
Part-time work									
Job sharing					\boxtimes	\boxtimes			
Carer's leave	\boxtimes				\boxtimes				
Purchased leave	×		\boxtimes				×		
Unpaid leave									

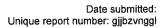
Telecommuting						\boxtimes		
Part-time work		\boxtimes		\boxtimes	\boxtimes	\boxtimes		
Job sharing					\boxtimes	\boxtimes		X
Carer's leave	\boxtimes				\boxtimes	\boxtimes	\boxtimes	×
Purchased leave	\boxtimes		\boxtimes					×
Unpaid leave	\boxtimes					\boxtimes		×
employees for ar Currently und Insufficient hu Don't have ex Not a priority Other (provide 14.3 Should y Gender equality	ull-time Apmic Staff Ave e, Staff Co Scheme amployment my of the color develouman reso expertise e details):	ppointments Absences onference a and Overse nt terms, co categories I pment ources staff o provide a 4, please d	and Study as Confer onditions of isted above	me for Staf Tours for F rence Sche or practices ye, you may nformation v:	Professiona me for Aca are not an y specify w	al Staff ademic Sta vailable to vhy below:	aff your onses und	er
Gender equality equality in the wo		5: Consulta	tion with e	employees	on issues	concerning	g gender	
15 Have yo workplace? ☑ Yes ☐ No ☐ No, not needs				n issues co	ncerning g	gender equ	ality in yo	ur
No, insufficierNo, don't havNo, not a price	e expertis		staff					







No, other (provide details):
15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? 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 ☐ Women and men who have resigned while on parental leave ☐ Other (provide details):
15.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below:
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):





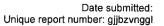


17 Does your workplace provide training for all managers on sex-based narassment and
discrimination prevention?
∑ Yes - please indicate how often this training is provided ('At induction' AND one of the
other options can be selected):
★ At induction
At least annually
Every one-to-two years
Every three years or more
☐ 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):
17.1 Should you wish to provide additional information on any of your responses under

Other

Gender equality indicator 6, please do so below:

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. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)







Notification and access

List of employee organisations

Australian Manufacturing Workers Union Community and Public Sector Union National Tertiary Education Union

CEO sign off confirmation

Name of CEO or equivalent

Professor Colin J Stirling

Confirmation CEO has signed the report

Yes

CEO Signature:

Date:

25/6/15