

Employer Public Report

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Submitted By:

Bhagwan Marine Pty Ltd 81009154349

Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

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

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 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & 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 backed up 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; Other

Provide details: The Company is committed to developing a diverse workforce, which is critical in building our capability and maintain high level of performance. The Board has oversight of strategies for Diversity, Remuneration, Retention and Culture and approves policies

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

Yes

Policy; 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; Age; Other

Provide details: The Company is committed to providing a workplace free of discrimination and unfair bias. Equal opportunity is established through our commitments concerning recruitment, conditions of employment, training, leave, professional development and promotion.

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



No

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

The Company is committed to providing a workplace free of discrimination and unfair bias, where everyone has an opportunity and where each person is valued, respected, and supported for their different attributes, skills, and experience. The Company recognise that developing a diverse workforce is critical in building organisational capability and maintaining a high level of performance. The Company's Board will review and establish measurable objectives (qualitative and quantitative) for gender diversity at Board, executives and workforce in the next reporting period. The Board currently comprise one female director, who represents 25% of the Board. The Company's Diversity Policy and other policies are available on its website.



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 in 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, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Bhagwan Marine Pty Ltd

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

No

B. What is the name of your governing body?

Board of Directors

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?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	2

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

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Succession planning for the governing body; Gender diversity and inclusion



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

No
Other

Provide details: There is no maximum term, however, the Chair and Non-Executive Directors must seek re-election by Shareholders. Executive Directors are not subject to any re-election process

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

No

Selected value: Other

Other value: The Board currently comprise four directors, with one female director, who represents 25% of the Board.

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

Yes
Other

Provide Details: As the Board's size increases, it will seek to align its gender diversity target between 25% and 40% and to align with ASX Corporate Governance principles for companies in the S&P/ASX 300 Index, which recommend 30% female representation on the Board

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

Over the past 12 months, there's been a small but positive improvement in female representation on the Board and within our workforce. The Company became an ASX-listed entity in July 2024 and continues to grow rapidly. The Company's Diversity Policy was established on 10 June 2024 and whilst there has been recognition of diversity in our recruitment, the new Diversity Policy will further drive continuous improvement. The Company's Diversity & Inclusion Strategy will focus on: • Increasing the diversity of our workforce • Promoting a culture of inclusion • Building connections and celebrating differences arising from our peoples diverse backgrounds



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; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To implement and/or maintain a transparent and rigorous performance assessment process; Other (provide details)

Other: Ensuring that Enterprise Agreements include remuneration arrangements that are equal for male and females.

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

No

Other

Provide details: The Company takes pride in ensuring that the remuneration we offer is based on skillset, capability, and alignment to the scope of the role. Within roles governed by Enterprise Agreements and Awards, we are obligated to pay the stipulated remuneration

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.

The Company is driven to ensure parity in pay equity for all our employees within all functions, regardless of their gender. To achieve this vision, we ensure that remuneration-focused decisions, whether it be for hiring a new employee or while considering promotions, are not



based on gender, but rather are driven by what the role demands in terms of competency. The Company has in place multiple Enterprise Agreements and awards that ensure that employees who fall under these instruments are paid equally in line with the stipulated rate, regardless of their gender.



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?

No

Other

Other Details: The Company's principles of gender equality are embedded within our strategies and policies, which is reflected in our decision-making processes, everyday thinking and working throughout the business.

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?

No

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

The Company will be sharing this information with its employees and expanded shareholders, once it is published.



Flexible Work

Flexible Working Arrangements

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

Strategy

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

Flexible work offerings are available to all employees, with a default approval bias (all roles flex approach)

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	No	No
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)	No	No
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	No	No
Purchased leave	No	No
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	No	No

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.



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 it's a policy that's available to all parents, irrespective of gender, ¹¹recognising 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?

No Government scheme is sufficient

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

No

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

The Company ensures that we abide by the expectations as per the National Employment Standards (NES) concerning parental leave and support our employees with their journey during this period on a case-by-case basis.



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.

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

Yes

Strategy

Other

Other:

4.4a Do the formal policies and/or formal strategies include any of the following?

Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Extended carers leave and/or compassionate leave

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

Support mechanism	Answer
Breastfeeding facilities	No
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No
Internal support networks for parents and/or carers	No
Targeted communication mechanisms (e.g. intranet forums)	Yes



Support mechanism	Answer
Breastfeeding facilities	No
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
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
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



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



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 of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy

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; 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; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and 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	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	No	Yes
All non-managers	Yes	No	No	Yes
The Governing Body	Yes		Yes	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; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and 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: The Board has approved the Company's values statement, Code of Conduct and relevant Policies, which are communicated to employees at induction.

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; Other

Provide Details: The CEO regularly visits sites and promotes the Company's safety culture and respectful workplace expectations. The CEO receives daily briefings from executives and line managers on safety and culture related matters.

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; 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?

Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; 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 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



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

Governing body

Yes

As required

CEO or equivalent

Yes

As required

Key Management Personnel

Yes

As required

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

Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators 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.

The Company has procedures in place to eliminate the risk of sexual harassment in the workplace, which provide an overarching protection to our employees from such behaviours, that are conducive to the culture



Harm Prevention

Family or Domestic Violence

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

No

Currently under development

Estimated completion date: 2025-12-12

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 domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	No
Flexible working arrangements	Yes
Workplace safety planning	no
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	No
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 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 domestic violence leave?

10



Access to unpaid domestic violence leave?

Yes

Is it unlimited?

No

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

Yes

How many days of unpaid domestic violence leave?

0

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

The company's unpaid domestic leave is discretionary and offered on a case-by-case basis.



WGEA Reporting: Executive Summary

Employer: Bhagwan Marine Pty Ltd

Primary Industry: 5219 - Other Water Transport Support Services

Program: 2024 - 25 Gender Equality Reporting

Number of Employees: 729

About this report

- This Executive Summary sets out the key results of your submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Reporting, as required under the *Workplace Gender Equality Act 2012* (the Act).
- The Executive Summary is based on your responses to **mandatory questions only**. For consistency, your responses to voluntary questions are not included.
- WGEA has included a glossary of key terms used in this report on the final page of this document.

WGEA's obligation to publish employer gender pay gaps

Under Section 15A of the Act:

- WGEA "must publish aggregate information, for each relevant employer for each reporting period, for the purpose of showing the employer's performance and progress in achieving gender equality in relation to remuneration for the employer's workforce."
- Therefore, **WGEA will publish your average and median gender pay gap**, for base salary and total remuneration, as well as gender composition by pay quartiles and associated average total remuneration, **as set out in this Executive Summary**.
- This information will be published on www.wgea.gov.au.
- You can provide a link to an 'Employer Statement' that helps explain your gender pay gap and what you are doing to drive gender equality. WGEA will publish this link alongside your gender pay gap information.

Your obligations

Under the Act and associated legislative instruments:

- You are required to share this Executive Summary, along with your Industry Benchmark Report (available once reporting has concluded), with your governing body, e.g., your Board.
- Employers with 500 or more employees must have a policy or strategy which covers each of the six Gender Equality Indicators.

How to use this report

The data set out in this Executive Summary will enable you to:

- identify priority areas for action, for example, as part of your Gender Equality Strategy,
- monitor your workplace gender equality performance, including over recent years.

Gender Pay Gap

What is the gender pay gap?

The gender pay gap is the difference in average or median earnings between women and men in the workforce.

It is not to be confused with people being paid the same for the same, or comparable, job. This is equal pay and has been a legal requirement since 1969.

The gender pay gap is a useful proxy for measuring and tracking gender equality across a nation, in an industry or within an employer. 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.

Why is there a gender pay gap?

The gender pay gap is the consequence of a range of societal, industrial and organisational factors that combine to reduce a person's earning capacity. It begins at the point of recruitment and often becomes entrenched as people move through their careers.

Gender-based discrimination and bias in the workforce can be direct or indirect. Direct examples include sexual harassment and unequal pay. Often it is the indirect forms of discrimination that limit earning ability – particularly for women – including biases in progression and promotion opportunities.

What can employers do to close the gender pay gap?

The gender pay gap, gender composition and average total remuneration by pay quartiles for employers with 100 or more employees is now on the public record.

Employers should be aiming to create a gender-equal environment for all their employees. The timeline for closing the gender pay gap will be different for every employer, depending on internal and external factors. A key measure of success is whether an employer demonstrates authenticity, commitment and improvement.

The first step in improving gender equality is to conduct your own pay gap analysis and identify the drivers of your gender pay gap, so you can take targeted action to address them.

Be proactive about what your organisation is doing to create equal opportunities for all employees and authorise and enable a work environment that prioritises gender equality as a core part of your business strategy and operations.

Your Gender Pay Gap

Your average total remuneration gender pay gap is **30.3%** and the median is **33.2%**.

A positive percentage indicates men are paid more on average than women in your organisation. A negative percentage indicates women are paid more on average than men.

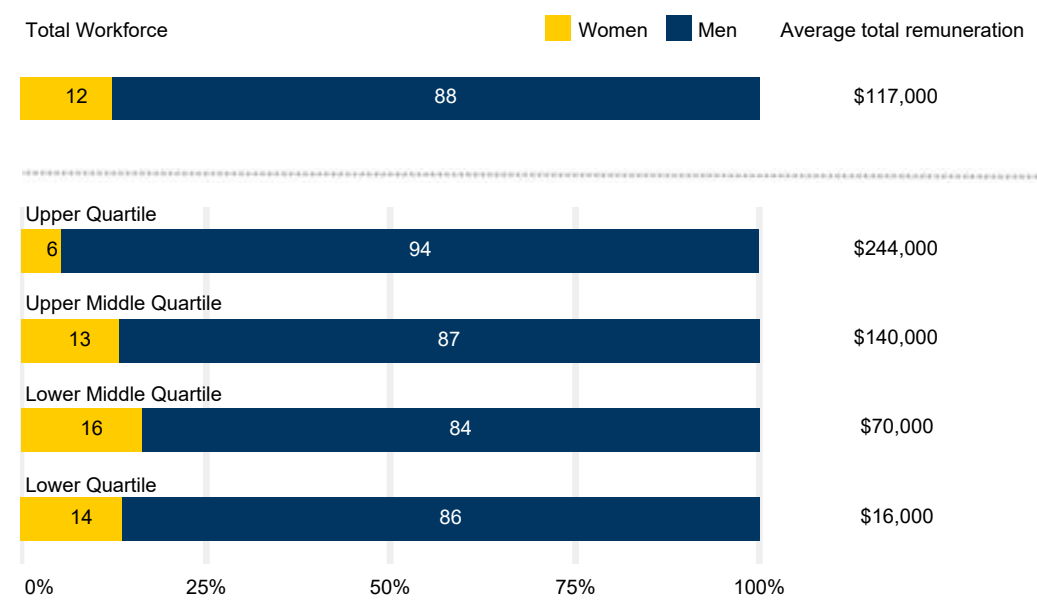
Your gender pay gap over time

All employees	2022-23	2023-24	2024-25
Average total remuneration	6.3%	28.4%	30.3%
Median total remuneration	-4.8%	22.8%	33.2%
Average base salary	14.5%	28.1%	31.0%
Median base salary	7.0%	21.2%	30.9%

- The gender pay gap calculation in 2022-23 does not include the remuneration for CEOs, Heads of Business and casually employed managers. It therefore is not directly comparable to 2023-24 and 2024-25 gender pay gaps.

Gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.



Note:

- The average total remuneration is rounded to the nearest \$1,000.

Note on calculations

For the calculations on this page, remuneration for part-time/casuals/part-year employees is converted to annualised, full-time equivalent amounts. Gender pay gap and quartile calculations does not include employees who did not receive payment during the reporting period, voluntary data submitted for overseas reporting managers or employees who identified as non-binary, as this comparison is between women and men.

Gender Equality Indicators

WGEA collects data on six Gender Equality Indicators (GEIs) to support employers to assess and drive gender equality in their workplaces. The GEIs represent the key areas where workplace gender inequality persists and where progress towards gender equality can be achieved through focussed action.

GEI 1 – Workforce Composition

Your policy / strategy

You have a formal policy or strategy that supports gender equality in the workplace.

YES

WGEA's research with Bankwest Curtin Economic Centre (BCEC) has shown that greater gender diversity in leadership delivers better company performance, productivity and profitability. Further, increasing the representation of women in executive leadership roles is associated with declining organisational gender pay gaps.

Your workforce composition by role

A concentration of one gender in lower-paid roles and the other in more senior and highly-paid roles can increase your gender pay gap;

	CEO/HOB/KMP		Managers		Non-managers	
	Women	Men	Women	Men	Women	Men
2022-23			0%	100%	9%	91%
2023-24	50%	50%	4%	96%	13%	87%
2024-25	50%	50%	14%	86%	12%	88%

Note: CEO = Chief Executive Officer, HOB = Head of Business, KMP = Key Management Personnel.

Your workforce composition by employment status

Part-time and casual roles are often lower paid. An imbalance in the composition of employees in these roles can be a driver of the gender pay gap.

	Full-time	Part-time	Casual
Women managers	100%	0%	0%
Men managers	89%	0%	11%
Women non-managers	51%	4%	46%
Men non-managers	15%	0%	85%

Employee movement: manager and non-manager appointments (including promotion) by gender

Gender biases are often present at each stage of the employment cycle. Women are also more likely to work part-time, and there are fewer management and leadership roles available on a part-time or flexible basis. Tracking men's and women's career progression can identify points where pay gaps emerge and inform action.

	Women		Men	
	Number	Percent	Number	Percent
Appointments to manager roles (incl promotions)	1	13%	7	88%
Appointments to non-manager roles (incl promotions)	56	14%	347	86%

Actions Taken

Your organisation sets targets to address gender equality in your workplace

NO

If so, the targets relate to:

Reducing the organisation-wide gender pay gap

N/A

Increasing the number of women in management positions

N/A

Increasing the number of women in KMP positions

N/A

Increasing the number of women in male-dominated roles

N/A

Increasing the number of men in female-dominated roles

N/A

Increasing the number of men taking parental leave

N/A

Having a gender/balanced governing body (at least 40% men and 40% women)

N/A

Some employers set recruitment, appointment and promotions targets to address gender imbalance in workforce composition or set targets for women in leadership.

GEI 2 – Gender composition of the governing body

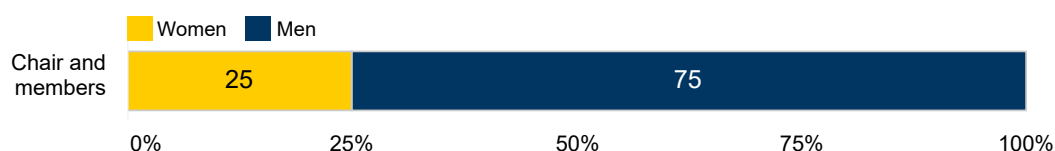
According to WGEA and BCEC's 2020 Gender Equity Insights Report, a more balanced gender composition of a governing body has been shown to have broader effects on workplace gender equality outcomes and improved company performance. Women holding 20% or more board seats is shown to be more effective in achieving this benefit.

Your policy / strategy

Do you have a formal policy or strategy to support and achieve gender equality in the governing body?

YES

Gender composition of your governing body



Some employers set targets to increase representation of women on their governing body.

GEI 3 – Equal remuneration between women and men

Employers that analyse their gender pay gap, monitor their gaps, identify the drivers of their gap and take action to address the drivers are more successful in reducing their gender pay gaps.

Your policy / strategy

Do you have a policy or strategy for equal remuneration between women and men?

YES

Action taken

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

NO

If yes, when was the most recent gender remuneration gap analysis done?

N/A

Was any action taken as a result of your analysis?

N/A

Guidance on conducting a pay gap analysis is available on WGEA's website – www.wgea.gov.au.

GEI 4 – Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities.

When employee benefits are accessible and utilised equitably by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention.

Research has also shown that you can reduce your gender pay gap by fostering more gender equal uptake of parental leave and flexible working arrangements.

Your policy / strategy

Do you have a policy or strategy for flexible working arrangements?

YES

Are metrics on the use of, and/or the impact of, flexibility measures are reported to your governing body?

NO

Do you have a policy or strategy to support employees with family or caring responsibilities?

YES

Do you provide employer-funded parental leave?

NO

If so:

Weeks of paid parental leave provided ranges from **N/A** to **N/A** weeks

Is superannuation paid on employer-funded parental leave?

NO

Parental leave taken - proportion of all leave taken

	Women	Men
Primary carer's leave	100%	0%

Some employers monitor the number of men and women taking up flexible work and parental leave options as part of monitoring equitable treatment of employees.

Leadership behaviour is key to normalising taking parental leave and utilising flexible working arrangements. Research has found that when the majority of more senior employees work flexibly, flexibility stigma is reduced.

GEI 5 – Consultation with employees on issues concerning gender equality in the workplace

Employee consultation can provide valuable insights into workplace gender equality experiences, priorities, and potential actions, as well as contributing to employee engagement. Employers making the fastest progress on workplace gender equality are more likely to involve their workforce in the formulation of gender equality policies and strategies.

Your policy / strategy

Do you have a policy or strategy for consultation with employees about gender equality?

NO

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

NO

Many employers find employee network groups, which bring employees with shared characteristics such as gender, race, cultural heritage, sexual orientation, age and disability together, provide valuable insights on workplace gender equality. They can also act as a sounding board for testing and improving proposed strategies and interventions.

GEI 6 – Sexual harassment, harassment on the grounds of sex or discrimination

Employers have a positive duty to prevent and address sexual harassment and discrimination in the workplace. Creating safe, respectful and more equitable workplaces can also protect your organisations' own productivity, culture and reputation.

Implementing formal policies or strategies and providing relevant education and training can protect employees.

Your policy / strategy

Do you have a formal policy and/or strategy on the prevention of and response to sexual harassment and discrimination?

YES

Actions taken

You collect data on sexual harassment in your workplace

YES

Your organisation reports on sexual harassment to the governing body management

YES

Your workplace risk management process includes:

Identification and assessment of the specific workplace and industry risks of sexual harassment

YES

Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable

YES

Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment

YES

Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share a premises with)

YES

Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions

YES

Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

YES

Many employers find that anonymous surveys of their workforce yield more reliable insights on the prevalence of sexual harassment than is offered by their formal reporting mechanisms.

Key terms and definitions:

Average gender pay gap: is the difference in average earnings between women and men in the workforce. The average is calculated by adding up a list of employees' wages and dividing by the number of employees.

Base salary: an employee's regular salary, excluding superannuation, overtime, bonuses and other additional payments.

Gender pay gap analysis: an analysis of what is driving an organisation's gender pay gaps, looking at workforce composition by gender, representation in more senior and highly paid roles, etc.

Median gender pay gap: the difference between the median of what a man is paid and the median of what a woman is paid in an employer. The median is found by lining up the pay of every man in the business in order of smallest to largest and finding the mid-point. The same is done for the pay of women in that business.

Relevant Employer: is a private sector employer, higher education employer or commonwealth company or entity that is an employer of 100 or more employees in Australia. A 'relevant employer' can be a standalone company, a corporate group, or a subsidiary of a corporate group. An employer's ABN is used to determine the number of employees.

Total remuneration: includes all remuneration for an employee, including superannuation, overtime, bonuses and other additional payments.

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Bhagwan Marine Pty Ltd
Total group employee count: 729

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	6	32	0	0	38
	Casual	0	4	0	0	4
Professionals	Full-time permanent	12	51	0	0	63
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	0	0	0	1
	Casual	5	179	0	0	186
Technicians And Trades Workers	Full-time permanent	1	9	0	0	10
	Casual	1	89	0	0	90
Community And Personal Service Workers	Casual	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	28	12	0	0	40
	Part-time permanent	2	0	0	0	2
	Casual	4	3	0	0	7
Machinery Operators And Drivers	Casual	0	9	0	0	9
Labourers	Full-time permanent	1	17	0	0	18
	Part-time permanent	0	1	0	0	1
	Casual	28	228	0	0	257

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	2	1	0	0	3
GM	Full-time permanent	1	7	0	0	8
SM	Full-time permanent	1	8	0	0	9
	Casual	0	1	0	0	1
OM	Full-time permanent	2	15	0	0	17
	Casual	0	3	0	0	3

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period
Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	2	0	6	8
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	1	6	7	14

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			0	0			0
Part-time	Permanent			0	0			0
Full-time	Fixed-term			0	0			0
Part-time	Fixed-term			0	0			0
N/A	casual			0	1			1

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1	1	1	5	8
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	0	0	2	2

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	1	0	2	25	25	54
Part-time	Permanent	0	0	0	0	2	0	2
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	0	22	302	331

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	6	18	17	41
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	0	20	164	185

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	1	0	1
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	casual							

* Total employees includes Non-binary