



Public report

2018-19

Submitted by

Legal Name: Lockheed Martin Australia Pty Ltd





Organisation and contact details

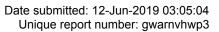
Submitting organisation details	Legal name	Lockheed Martin Australia Pty Ltd
	ABN	30008425509
	ANZSIC	M Professional, Scientific and Technical Services 6923 Engineering Design and Engineering Consulting Services
	Business/trading name/s	Lockheed Martin Australia
	ASX code (if applicable)	
	Postal address	PO Box 5216
		Pinewood Vic 3149
		AUSTRALIA
	Organisation phone number	0261506503
Reporting structure	Ultimate parent	Lockheed Martin Australia Pty Ltd
	Number of employees covered by this report	864





All organisations covered by this report

Legal name	Business/trading name/s
Lockheed Martin Australia Pty Ltd	Lockheed Martin Australia
Sikorsky Aircraft Australia Limited	Sikorsky Helitech
Lockheed Martin Australia Electronic Systems Pty Ltd	
Lockheed Martin Global Inc	Lockheed Martin



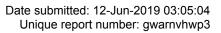




Workplace profile

Manager

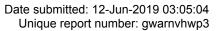
Manager assumptional actorists	Deposition level to CEO	Constant at the training		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	6	7
		Full-time contract	1	0	1
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Var. management namenal		Casual	0	0	0
Key management personnel		Full-time permanent	1	6	7
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	21	24
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Conjor Managara		Casual	0	0	0
Senior Managers		Full-time permanent	2	12	14
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	1	1
		Full-time permanent	9	25	34
		Full-time contract	0	0	0
Other managers	-3	Part-time permanent	0	1	1
		Part-time contract	0	0	0
		Casual	0	0	0







Manager acquiretional actoroxica	Departing level to CEO	Employment status		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	8	23	31
		Full-time contract	1	2	3
	-4	Part-time permanent	1	1	2
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			27	99	126



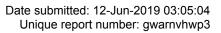




Workplace profile

Non-manager

Non manager accumational actogories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of gradua	tes (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	79	322	2	26	0	0	429
	Full-time contract	6	9	0	0	0	0	15
Professionals	Part-time permanent	9	9	0	0	0	0	18
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
	Full-time permanent	9	164	0	0	0	0	173
	Full-time contract	4	45	0	0	0	0	49
Technicians and trade	Part-time permanent	4	0	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	3	0	0	0	0	5
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	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	32	5	0	0	0	0	37
	Full-time contract	2	1	0	0	0	0	3
Clerical and administrative	Part-time permanent	1	0	0	0	0	0	1
	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
Sales	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
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	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of gradua	tes (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	1	2	0	0	0	0	3
	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		149	561	2	26	0	0	738





Reporting questionnaire

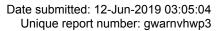
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.2	Retention
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.3	Performance management processes
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority







1.4	Promotions
	 Yes (select all applicable answers) ☑ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	9	8	19
Permanent/ongoing part-time employees	0	0	1	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	3	9
Number of appointments made to NON-MANAGER roles (including promotions)	70	194

1.12 How many employees resigned during the reporting period against each category below?

	Mana	agers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	16	25	173
Permanent/ongoing part-time employees	0	0	5	4
Fixed-term contract full-time employees	0	1	1	24
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	2

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

We are continuing the focus on our 2018 initiatives: Reviewed the language used in all job advertisement of positions to ensure we are using gender neutral and/or female aligned language to maximise the attraction of candidates and to more clearly demonstrate our female friendly workplaces. • Actively promoting those benefits that research has told us are important to women in the workforce such as flexibility and additional Utilisation of images and profiles in recruitment branding that highlights females in our leave provisions. • workforce to demonstrate our genuine commitment to raising the profile of women in our male dominated professions. One area that we particularly utilise these strategies is in our early careers recruitment to support female applicants to our graduate and intern positions. Expansion of our Structured Mentoring Program as a result of a successful pilot in our Program Management Function which is a critical talent segment within the business. A formal evaluation of the pilot program determined its effectiveness from a retention and Further, we mandated mentoring support as a key requirement for all engagement perspective. • identified high potential employees as a 2018 and ongoing regional talent initiative.

Gender equality indicator 2: Gender composition of governing bodies

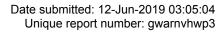
Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies.





The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

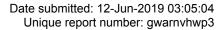
		ee of management, council or other go ning body for your Australian entity, ev	
2.1	Note: If this report covers mor organisation before proceedin If your organisation's governing	uestions relating to each governing bo than one organisation, the questions to question 2.2. The same as your parent ent numerical details of your parent entity	below will be repeated for each
2.1a.1	Organisation name?		
	Lockheed Martin Australia		
2.1b.1	How many Chairs on this gove	erning body?	
		Female	Male
	Number	0	1
2.1c.1	How many other members are	on this governing body (excluding the	• Chair/s)? Male
2.1c.1	Number		
	Number Has a target been set to increa Yes No (you may specify why a ta Governing body/board Currently under devel Insufficient resources, Do not have control of Not a priority Other (provide details	Female 2 arget has not been set) d has gender balance (e.g. 40% women/4 opment, please enter date this is due to be expertise ver governing body/board appointments (Male 11 s governing body? 0% men/20% either) be completed provide details why):
2.1d.1	Number Has a target been set to increa Yes No (you may specify why a ta Governing body/board Currently under devel Insufficient resources, Do not have control of Not a priority Other (provide details	Female 2 ase the representation of women on this arget has not been set) d has gender balance (e.g. 40% women/4 opment, please enter date this is due to be expertise over governing body/board appointments (c.): pard are regularly evaluated based on the	Male 11 s governing body? 0% men/20% either) be completed provide details why):
2.1d.1	Number Has a target been set to increa ☐ Yes ☐ No (you may specify why a ta ☐ Governing body/board ☐ Currently under devel ☐ Insufficient resources ☐ Do not have control or ☐ Not a priority ☐ Other (provide details Candidates for the Bo	reget has not been set) d has gender balance (e.g. 40% women/4 opment, please enter date this is due to be expertise ver governing body/board appointments (c): pard are regularly evaluated based on the rorganisations in this report?	Male 11 s governing body? 0% men/20% either) be completed provide details why):







		☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body appointments (provide details why) ☐ Not a priority ☑ Other (provide details): Consultative process
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Equal		equality indicator 3: Equal remuneration between women and men eration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers) ☑ Policy
	□ No	 Strategy (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries set by awards/industrial or workplace agreements □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		 Yes (provide details in question 3.2 below) No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) □ Currently under development, please enter date this is due to be completed □ Salaries set by awards/industrial or workplace agreements □ Insufficient resources/expertise ☑ Non-award employees paid market rate □ Not a priority □ Other (provide details):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
		s - the most recent gender remuneration gap analysis was 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	(you may specify why you have not analysed your payroll for gender remuneration gaps) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise



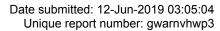




qualific IS room	□ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND tricle is no participation or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or ations) □ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance ments) □ Non-award employees paid market rate □ Not a priority □ Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	Data is reviewed both like for like equal pay and organisation wide gap
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	 Yes – indicate what actions were taken (select all applicable answers)
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the 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. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.







-	er responsibility for the day-to-day care of a child.					
	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?					
time of indications of time of paid paid paid paid paid paid paid paid	is. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) We offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please to the women of the pay for 10 paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) We offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer fur parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) Cover which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) Cover which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of the pay for 24 weeks Cover which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks Cover which it is paid. For example, full pay for 12 weeks or half pay for 24					
	☐ Not a priority ☐ Other (provide details):					
carer	12 Dur organisation would like to provide additional information on your paid parental leave for primary ers e.g. eligibility period, where applicable the maximum number of weeks provided, and other angements you may have in place, please do so below.					
5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMAR' CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.					
	☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99% ☑ 100%					
5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:					
	☐ Adoption ☐ Surrogacy ☐ Stillbirth					





6.		A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.							
					r SECONDARY CARERS e scheme for secondary	6 that is available for men and y carers?	t		
	☐ No	, we offer paid p , we offer paid p (you may spec ☐ Currently u ☐ Insufficient	parental leave for SE ify why employer fun under development, p resources/expertise nt scheme is sufficienty	CONDARY CARERS ded paid parental leav please enter date this	that is available to men C that is available to wome re for secondary carers is s due to be completed				
	6.1	amounts of le	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:						
		10							
6a.					ation on your paid parer have in place etc, plea	ntal leave for SECONDARY se do so below.			
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDAF CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%							
	6.3	Please indica ☐ Adoption ☐ Surrogacy ☐ Stillbirth	•	nployer funded paid	parental leave for secon	dary carers covers:			
7.				ental leave during th dless of when it con		and/or unpaid)? Include			
			Primary o	arer's leave	Secondary of	carer's leave			
			Female	Male	Female	Male			
	Manag	jers	0	0	0	1			

How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

7.1





	Primary carer's leave		Secondary carer's leave		
	Female	Male	Female	Male	
Non-managers	5	0	0	2	

8.	How many MANAGERS, during the reporting period, ceased employment before returning to work from parental
	leave regardless of when the leave commenced?

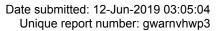
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male	
Non-managers	0	0	

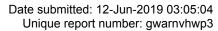
9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Don't offer flexible arrangements □ Not a priority □ Other (provide details):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreement □ Not a priority □ Other (provide details):
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	 Yes No (you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed During the reporting period Insufficient resources/expertise Not a priority







	☐ Other (provide details):
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority
	Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ✓ Employee assistance program (including access to a psychologist, chaplain or counsellor) ✓ Training of key personnel
	☐ A domestic violence clause is in an enterprise agreement or workplace agreement
	 ☐ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
	☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☑ Access to unpaid leave
	 ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice
	 ☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☑ Flexible working arrangements
	 ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location
	☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse)
	Other (provide details):
	 No (you may specify why no other support mechanisms are in place) ☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise☐ Not aware of the need
	☐ Not a priority ☐ Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work
	compressed working weeks
	 time-in-lieu telecommuting
	 part-time work job sharing
	 carer's leave purchased leave
	• unpaid leave.
	Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
	☑ Yes, the option/s in place are available to both women and men.☐ No, some/all options are not available to both women AND men.
	14.1 Which options from the list below are available? Please tick the related checkboxes.



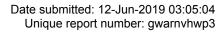




Unticked checkboxes mean this option is NOT available to your employees.

	Mar	agers	Non-managers		
	Formal	Informal	Formal	Informal	
Flexible hours of work	\boxtimes		\boxtimes		
Compressed working weeks					
Time-in-lieu					
Telecommuting			\boxtimes		
Part-time work					
Job sharing					
Carer's leave			\boxtimes		
Purchased leave			\boxtimes		
Unpaid leave					

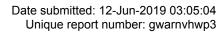
		· art time rom				<u> </u>
		Job sharing				
		Carer's leave				
		Purchased leave			\boxtimes	
		Unpaid leave				
	14.3	You may specify why any of the above opt Currently under development, please ente		-		
		☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):				
	14.4	If your organisation would like to provide a please do so below:	additional inform	nation relating t	o gender equa	lity indicator 4,
		Lockheed Martin recognises the need and be for those with caring responsibilities and diversible consistent and accepted understanding of whe patterns, telecommuting and purchased leave reviewing our parental leave processes with to on new parental responsibilities whilst remain aspirations. At present, individual requirement circumstances, duration of flexibility, nature of as practicable. Effective this reporting period fortnight. This will become the standard work should they wish to consider any other alternative.	rse requirements. nat flexible work are mean to the eng the aim to build proper ning engaged with nts for flexible work f work and other und the business will a schedule and em	As such we are rangement such agement of the ograms which all the organisation king practices a unique factors; rebe changing its aployees will be	working toward n as job share, a workforce. Addi llow men and w n and supported re assessed bat equests are sup work schedule	Is a more alternate work tionally, we are omen to focus in their career sed on specific ported as much to a nine day
COI This (ncerr gender e	equality indicator 5: Consining gender equality in the equality indicator seeks information on what corender equality in the workplace.	workplace	•	-	
15.	Have	you consulted with employees on issues co	oncerning gende	r equality in yo	ur workplace?	
	⊠ Ye □ No	s (you may specify why you have not consulted Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):	with employees o	n gender equali	ty)	
	15.1	How did you consult with employees on is	ssues concerninç	g gender equali	ty in your worl	kplace?
		☐ Survey ☐ Consultative committee or group				







		 ☐ Focus groups ☑ Exit interviews ☐ Performance discussions ☑ Other (provide details): WGEA report feedback
	15.2	Who 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	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation.	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (select all applicable answers) Policy
	□No	Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	⊠ Ye	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more







☐ Varies across business units
☐ Other (provide details):
No (you may specify why this training is not provided)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
Other (provide details):

17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

In March 2019, Lockheed Martin ran an internal Women in Leadership Conference in Canberra. The theme for the event was 'Balance for Better'. Lockheed Martin believes 'Balance' is not just a women's issue, it's a business issue. The purpose of the event was to encourage women to pursue meaningful careers at Lockheed Martin and promote leadership pathways within the organisation The speakers came from various business entities both internally and externally from LM and shared with us their journey and how their roles support the achievement of business objectives. We had 73 people attend from across the Asia Pacific region. Additional Lockheed Martin Australia have an Internal Mentorship Pilot with an initial focus on initiatives include: • Program Management as a key skill area. The Program is being formally evaluated to ascertain the impact on retention, engagement and development with a view to expand in later 2019 to further areas. potential employees, inclusive of high potential women, have a formal mentor as part of the LM Talent Management approach to engagement and development acceleration. • All LM leadership programs the Emerging Leaders Program, the Leadership Fundamentals and the Mid-Level Leader Programs have Inclusive leadership as a core module / key theme that is woven through the Programs. • All leaders across the organisation participated in Inclusive Dialogues, a series of vignettes with discussion points and is a leader Voicing our Values – all employees across the organisation participated in a one-hour led program. • face-to-face program combining ethics and diversity dialogues. Participants watch a video and learn how to reframe the issue to better manage a complex situation pertaining to ethics and/or inclusion

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

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





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 20.6% females and 79.4% males.

Promotions

- 2. 24.3% of employees awarded promotions were women and 75.7% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 32.1% of all non-manager promotions were awarded to women.
- 3. 3.0% of your workforce was part-time and 2.7% of promotions were awarded to part-time employees.

Resignations

- 4. 13.4% of employees who resigned were women and 86.6% were men
 - i. 15.0% of all managers who resigned were women
 - ii. 13.2% of all non-managers who resigned were women.
- 5. 3.0% of your workforce was part-time and 3.5% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: Lockheed Martin Australia CEO sign off confirmation Name of CEO or equivalent: Scott Thompson CEO signature: Date: