

REPORTING OVERVIEW

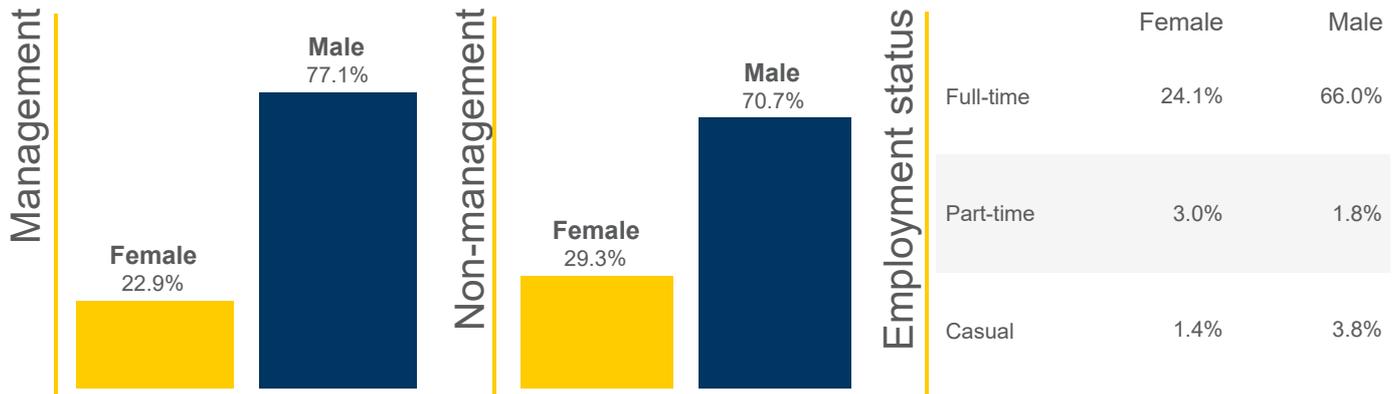
Kellogg Brown & Root Pty Ltd 22-23
1,875 employees

This Reporting Overview summarises your organisation's responses in the 2022 - 2023 Gender Equality Report, submitted in accordance with the Workplace Gender Equality Act 2012, against key areas where workplace gender inequality persists. The Gender Strategy Toolkit (www.wgea.gov.au/tools/gender-strategy-toolkit) provides comprehensive guidance to support organisations to take action on workplace gender equality.



Workforce composition

Women are often underrepresented in leadership roles and overrepresented in lower-level roles.



Employee growth* and promotion by gender

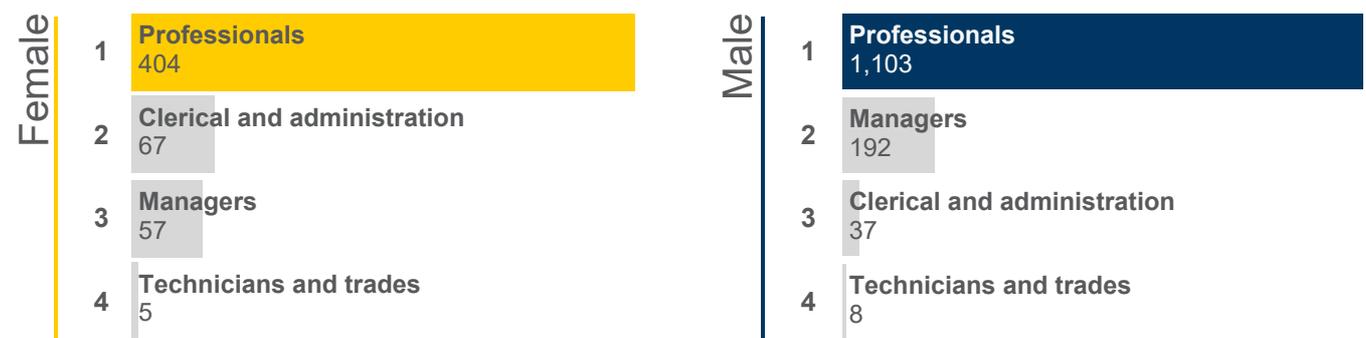


Kellogg Brown & Root Pty Ltd 22-23 reported an overall growth in employee numbers for the reporting period.

Category	Female	Male
Growth		
Female managers	↓ -1	↑ 2
Female non-managers	↑ 65	↑ 137
Promotion		
Female managers	14	37
Female non-managers	74	142



Top occupations by gender



*Employee growth equals external appointments minus resignations

QUESTIONNAIRE OVERVIEW

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This section summarises your organisation's gender equality policies and practices. More than 80% of employers have policies and practices in recruitment, training and development and performance management, as primary areas where unconscious biases might occur.



Gender equality

Yes

formal policy and/or strategy in place to support gender equality overall

Yes

formal policy or strategy in key performance indicators for managers relating to gender equality

Yes

formal policy or strategy in recruitment

Yes

formal policy or strategy in promotions



Gender pay equity

Yes

specific pay equity objectives included in your formal policy and/or formal strategy

Yes

formal policy and/or strategy on remuneration generally

Yes

analysis of payroll to determine if there are any remuneration gaps between women and men



Employee support

Yes

formal policy and/or strategy to support employees experiencing family or domestic violence



Flexible work

Yes

formal policy and/or strategy on flexible working arrangements



Governing body

Yes

governing body for this organisation

Yes

formal selection policy and/or strategy for governing body members

* Some companies may not have a target for Board composition if the Board is currently gender balanced