

11 February 2022

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2020-21 reporting period:

1. Servcorp City Square Pty Ltd (ABN: 87130609826)
2. Servcorp Barangaroo Pty Ltd (ABN: 71102643694)
3. Servcorp Gateway Pty Ltd (ABN: 88102643701)
4. Servcorp (North Ryde) Pty Ltd (ABN: 87092669022)
5. Servcorp Administration Pty Ltd (ABN: 65102643667)
6. Servcorp Brisbane Pty Ltd (ABN: 67102643612)
7. Servcorp Chifley 29 Pty Ltd (ABN: 88102643765)
8. Servcorp Communications Pty Ltd (ABN: 69102643685)
9. Servcorp It Pty Ltd (ABN: 67102643676)
10. Servcorp Melbourne Virtual Pty Ltd (ABN: 63102643658)
11. Servcorp Mlc Centre Pty Ltd (ABN: 86102643756)
12. Servcorp Sydney Virtual Pty Ltd (ABN: 61102643649)
13. Servcorp William Street Pty Ltd (ABN: 80102643729)
14. Servcorp Perth Pty Ltd (ABN: 94106341815)
15. Servcorp Melbourne 27 Pty Ltd (ABN: 82102643738)
16. Servcorp Parramatta Pty Ltd (ABN: 61123707273)
17. Servcorp Market Street Pty Ltd (ABN: 85118781409)
18. Servcorp North Sydney 32 Pty Ltd (ABN: 51132123927)
19. Servcorp Norwest Pty Ltd (ABN: 67127239785)
20. Servcorp Sa 30 Pty Ltd (ABN: 64130565178)
21. Office Squared (Atlas) Pty Ltd (ABN: 64147719391)
22. Servcorp Brisbane 400 Pty Ltd (ABN: 25145072055)
23. Servcorp Hobart Pty Ltd (ABN: 48143254577)
24. Servcorp Southbank Pty Ltd (ABN: 99145378632)
25. Office Squared (Nexus) Pty Ltd (ABN: 92128793046)
26. Servcorp Sydney 22 Pty Ltd (ABN: 79141477134)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.

Mary Wooldridge

Mary Wooldridge
Director

Workplace Profile Confidential Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**	Annualised average full-time equivalent salary (\$)			
		F	M	F	M		Base salary		Total remuneration	
							F	M	F	M
Managers	Full-time permanent	40	15	0	0	55	125,956	212,748	143,128	251,004
	Part-time permanent	3	2	0	0	5	88,971	130,137	97,423	142,501
Professionals	Full-time permanent	10	13	0	0	23	90,050	110,923	98,605	121,461
	Part-time permanent	1	1	0	0	2	72,480	51,210	79,366	56,075
	Part-time contract	1	0	0	0	1	45,760		50,107	
Clerical And Administrative Workers	Full-time permanent	54	5	0	0	59	64,122	88,000	70,475	96,360
	Part-time permanent	4	0	0	0	4	54,418		59,862	
	Casual	9	0	0	0	9	62,975		68,958	
Labourers	Casual	0	2	0	0	2		124,800		136,656

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Confidential Table

Industry: All Industries

Manager category	Level to CEO	Employment status	No. of employees			Annualised average full-time equivalent salary (\$)			
						Base salary		Total remuneration	
			F	M	Total*	F	M	F	M
CEO	0	Full-time permanent	0	1	1		300,000		328,500
KMP	-1	Full-time permanent	1	2	3	380,000	408,500	486,100	462,308
		Part-time permanent	1	2	3	91,325	130,137	100,001	142,501
GM	-1	Full-time permanent	0	2	2		280,000		336,600
	-2	Full-time permanent	2	0	2	235,000		279,825	
SM	-1	Full-time permanent	1	2	3	210,000	175,000	229,950	199,838
	-2	Full-time permanent	4	1	5	176,250	190,000	199,381	208,050
	-3	Full-time permanent	1	2	3	177,500	177,610	194,363	194,483
OM	-2	Full-time permanent	6	2	8	130,958	142,000	143,545	237,615
	-3	Full-time permanent	25	3	28	92,400	111,667	103,851	122,275
		Part-time permanent	2	0	2	87,794		96,134	

* Total employees includes Gender X

Workplace Profile Confidential Table

Industry: Property Operators and Real Estate Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**	Annualised average full-time equivalent salary (\$)			
		F	M	F	M		Base salary		Total remuneration	
							F	M	F	M
Managers	Full-time permanent	28	1	0	0	29	95,741	145,000	107,254	323,025
	Part-time permanent	1	0	0	0	1	78,951		86,451	
Clerical And Administrative Workers	Full-time permanent	41	2	0	0	43	58,390	73,500	64,115	80,483
	Part-time permanent	2	0	0	0	2	53,998		59,676	
	Casual	8	0	0	0	8	55,247		60,496	

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Confidential Table

Industry: Property Operators and Real Estate Services

Manager category	Level to CEO	Employment status	No. of employees			Annualised average full-time equivalent salary (\$)			
			F	M	Total*	Base salary		Total remuneration	
						F	M	F	M
OM	-2	Full-time permanent	3	1	4	123,583	145,000	135,616	323,025
	-3	Full-time permanent	25	0	25	92,400		103,851	
		Part-time permanent	1	0	1	78,951		86,451	

* Total employees includes Gender X

Workplace Profile Confidential Table

Industry: Computer System Design and Related Services

Occupational category* Employment status		No. of employees		Number of apprentices and graduates (combined)		Total employees**	Annualised average full-time equivalent salary (\$)			
							Base salary		Total remuneration	
		F	M	F	M		F	M	F	M
Managers	Full-time permanent	0	6	0	0	6		163,370		183,890
Professionals	Full-time permanent	2	9	0	0	11	107,500	117,778	117,713	128,967

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Confidential Table

Industry: Computer System Design and Related Services

Manager category	Level to CEO	Employment status	No. of employees			Annualised average full-time equivalent salary (\$)			
			F	M	Total*	Base salary		Total remuneration	
						F	M	F	M
GM	-1	Full-time permanent	0	1	1		290,000		347,550
SM	-3	Full-time permanent	0	2	2		177,610		194,483
OM	-3	Full-time permanent	0	3	3		111,667		122,275

* Total employees includes Gender X

Workplace Profile Confidential Table

Industry: Administrative Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**	Annualised average full-time equivalent salary (\$)			
		F	M	F	M		Base salary		Total remuneration	
							F	M	F	M
Managers	Full-time permanent	12	8	0	0	20	196,458	258,250	226,834	292,337
	Part-time permanent	2	2	0	0	4	93,981	130,137	102,909	142,501
Professionals	Full-time permanent	8	4	0	0	12	85,688	95,500	93,828	104,573
	Part-time permanent	1	1	0	0	2	72,480	51,210	79,366	56,075
	Part-time contract	1	0	0	0	1	45,760		50,107	
Clerical And Administrative Workers	Full-time permanent	13	3	0	0	16	82,200	97,667	90,531	106,945
	Part-time permanent	2	0	0	0	2	54,838		60,048	
	Casual	1	0	0	0	1	124,800		136,656	
Labourers	Casual	0	2	0	0	2		124,800		136,656

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Confidential Table

Industry: Administrative Services

Manager category	Level to CEO	Employment status	No. of employees			Annualised average full-time equivalent salary (\$)			
			F	M	Total*	Base salary		Total remuneration	
						F	M	F	M
CEO	0	Full-time permanent	0	1	1		300,000		328,500
KMP	-1	Full-time permanent	1	2	3	380,000	408,500	486,100	462,308
		Part-time permanent	1	2	3	91,325	130,137	100,001	142,501
GM	-1	Full-time permanent	0	1	1		270,000		325,650
	-2	Full-time permanent	2	0	2	235,000		279,825	
SM	-1	Full-time permanent	1	2	3	210,000	175,000	229,950	199,838
	-2	Full-time permanent	4	1	5	176,250	190,000	199,381	208,050
	-3	Full-time permanent	1	0	1	177,500		194,363	
OM	-2	Full-time permanent	3	1	4	138,333	139,000	151,475	152,205
	-3	Part-time permanent	1	0	1	96,637		105,817	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	10	2	12
			Non-managers	8		9
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	7	1	8
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	10	2	12
			Non-managers	29	6	35
	Part-time	Permanent	Non-managers	1		1
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	8	2	10

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	20	1	21
			Non-managers	35	7	42
	Part-time	Permanent	Non-managers	104		104
	N/A	Casual	Non-managers	10	3	13
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	10		10
			Non-managers	7		7
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1
			Non-managers	1	1
	Part-time	Permanent	Non-managers	2	2

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Property Operators and Real Estate Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	0	0	0
			Non-managers	0		0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	Non-managers	0		0
		Fixed-Term Contract	Non-managers	0		0
	N/A	Casual	Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Property Operators and Real Estate Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	Non-managers	96		96
	N/A	Casual	Non-managers	0	0	0
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	0		0
			Non-managers	0		0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		0	0
			Non-managers		0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Property Operators and Real Estate Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	0	0
			Non-managers	0	0
	Part-time	Permanent	Non-managers	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	0	0	0
			Non-managers	0		0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	Non-managers	0		0
		Fixed-Term Contract	Non-managers	0		0
	N/A	Casual	Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	Non-managers	4		4
	N/A	Casual	Non-managers	0	0	0
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	0		0
			Non-managers	0		0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		0	0
			Non-managers		0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	0	0
			Non-managers	0	0
	Part-time	Permanent	Non-managers	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Administrative Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	10	2	12
			Non-managers	8		9
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	7	1	8
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	10	2	12
			Non-managers	29	6	35
	Part-time	Permanent	Non-managers	1		1
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	8	2	10

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Administrative Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	20	1	21
			Non-managers	35	7	42
	Part-time	Permanent	Non-managers	4		4
	N/A	Casual	Non-managers	10	3	13
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	10		10
			Non-managers	7		7
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		1	1

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Administrative Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1
			Non-managers	1	1
	Part-time	Permanent	Non-managers	2	2

* Total employees includes Gender X