Wine Australia

AUSTRALIAN Grape & Wine

Australian Wine Industry Gender Equity Toolkit

WGEA data – individual employers

Gender Equality Strategies and Policies

Source: WGEA Data Explorer (https://www.wgea.gov.au/data-statistics/data-explorer)
Note rounding may result in totals other than 100%

Primary Measure	Secondary Measure	National	Accolade Wines Australia Limited	Angove's	Australian Vintage	The Australia n Wine Research Institute	Brown Brothers Milawa Vineyard	Casella Wines	Chapel Hill Winery	De Bortoli Wines	Innocent Bystander	Joval Wines	Kingston Estate Wines	Moorilla Estate	Pernod Ricard Winemakers	Robert Oatley Vineyards	S. Smith & Son	Taylors Wines	Treasury Wine Estates Vintners	Vasse Felix
Policy to support gender equality in the workplace?		79%	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
Gender equality policy inclusions	KPIs for managers	38%	No	No	No	No	No	Yes	No	No	No	No	No	No	Yes	No	No	No	Yes	No
	Performance management processes	86%	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
	Promotions	73%	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No
	Recruitment	89%	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No
	Retention	70%	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes	No	No	Yes	Yes	Yes	Yes	Yes	No
	Succession planning	72%	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No
	Talent identification	73%	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No	Yes	No
	Training and development	87%	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	No
Percentage of employees	Women	51%	45%	41%	36%	62%	41%	30%	46%	41%	41%	49%	28%	45%	47%	44%	42%	36%	39%	49%
Percentage of managers	Women	42%	39%	16%	35%	43%	28%	23%	40%	31%	28%	35%	36%	46%	51%	31%	28%	21%	43%	25%
Percentage of non-managers	Women	52%	46%	47%	36%	66%	43%	31%	46%	43%	43%	53%	27%	45%	46%	46%	45%	40%	38%	54%
Percentage of CEOs	Women	22%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0
Percentage of Key Management Personnel	Women	37%	40%	29%	30%	0%	50%	29%	0%	27%	50%	40%		40%	14%		43%	17%	0%	25
Percentage of women	Full-time	43%	57%	67%	70%	46%	40%	53%	25%	61%	40%	73%	55%	32%	75%	69%	60%	76%	86%	42%
	Part-time	30%	7%	18%	15%	27%	14%	18%	20%	13%	14%	26%	32%	38%	12%	11%	14%	9%	14%	13%
	Casual	28%	36%	16%	15%	27%	47%	29%	55%	25%	47%	1%	13%	30%	13%	20%	26%	15%	0%	45%
Percentage of appointments	Women	53%	50%	46%	41%	73%	38%	48%	46%	50%	38%	50%	33%	58%	54%	40%	48%	36%	46%	40
Percentage of promotions	Women	47%	67%	50%	64%	47%	50%	38%	52%	62%	50%	56%	22%	52%	54%	50%	29%	25%	50%	40
Percentage of resignations	Women	54%	50%	65%	45%	69%	46%	60%	48%	40%	40%	50%	44%	21%	52%	32%	50%	47%	39	

Leadership and representation on boards

Primary Measure	Secondary Measure	National	Accolade Wines Australia Limited	Angove's	Australian Vintage	The Australia n Wine Research Institute	Brown Brothers Milawa Vineyard	Casella Wines	Chapel Hill Winery	De Bortoli Wines	Innocent Bystander	Joval Wines	Kingston Estate Wines	Moorilla Estate	Pernod Ricard Winemakers	Robert Oatley Vineyards	S. Smith & Son	Taylors Wines	Treasury Wine Estates Vintners	Vasse Felix
Policy to support gender equality in composition of board?		29%	No	No	Yes	Yes	No	No	No	No	No	No	No	No	Yes	No	No	No	Yes	No
Target set to increase the representation of women on board?		13%	No	No	Yes	No	No	Yes	Yes	No	No	No	No	No	Yes	No	No	No	Yes	No
Percentage of board members (including Chairs)	Women	31%	33%	33%	17%	40%	50%	0%	38%	50%	50%	20%	17%	40%	25%	0%	43%	25%	43%	
	Men	69%	67%	67%	83%	60%	50%	100%	63%	50%	50%	80%	83%	60%	75%	100%	57%	75%	57%	
Percentage of board Chairs	Women	19%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
	Men	81%	100%	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Policies and progress towards equal remuneration

Primary Measure	Secondary Measure	National	Accolade Wines Australia Limited	Angove's	Australian Vintage	The Australia n Wine Research Institute	Brown Brothers Milawa Vineyard	Casella Wines	Chapel Hill Winery	De Bortoli Wines	Innocent Bystander	Joval Wines	Kingston Estate Wines	Moorilla Estate	Pernod Ricard Winemakers	Robert Oatley Vineyards	S. Smith & Son	Taylors Wines	Treasury Wine Estates Vintners	Vasse Felix
Policy or strategy on equal remuneration?		70%	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Conducted a remuneration gap analysis?		55%	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	No
Taken actions as a result of remuneration gap analysis?		60%	Yes	Yes	NS	No	No	Yes	Yes	NS	No	No	NS	Yes	Yes	No	Yes	NS	Yes	NS
Median base salary gender pay gap	All employees	14.5%	1.8%	5.5%	-2.2%	26.6%	4.2%	6.3%	0.6%	14.4%	4.2%	13.4%	-16.7%	2.4%	-9.2%	7.1%	1.2%	9.2%	-16.9%	2.1%
Median total remuneration gender pay gap	All employees	19.0%	0.9%	8.5%	-4.1%	26.6%	4.2%	12.3%	0.7%	18.1%	4.2%	22.7%	-7.9%	2.4%	-17.0%	22.8%	5.7%	15.2%	-16.9%	0.0%

Sex-based harassment and anti-discrimination policies

Primary Measure	Secondary Measure	National	Accolade Wines Australia Limited	Angove's	Australian Vintage	The Australia n Wine Research Institute	Brown Brothers Milawa Vineyard	Casella Wines	Chapel Hill Winery	De Bortoli Wines	Innocent Bystander	Joval Wines	Kingston Estate Wines	Moorilla Estate	Pernod Ricard Winemakers	Robert Oatley Vineyards	S. Smith & Son	Taylors Wines	Treasury Wine Estates Vintners	Vasse Felix
Policy on sex-based harassment or discrimination?		98%	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Policy includes a grievance process?		97%	Yes	Yes	Yes		Yes		Yes		Yes	Yes	Yes	Yes			Yes	Yes		Yes
Training for managers on sexual harassment or discrimination?		89%	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes

Family friendly policies and strategies

Primary Measure	Secondary Measure	National	Accolade Wines Australia Limited	Angove's	Australian Vintage	The Australian Wine Research Institute	Brown Brothers Milawa Vineyard	Casella Wines	Chapel Hill Winery	De Bortoli Wines	Innocent Bystander	Joval Wines	Kingston Estate Wines	Moorilla Estate	Pernod Ricard Winemakers	Robert Oatley Vineyards	S. Smith & Son	Taylors Wines	Treasury Wine Estates Vintners	Vasse Felix
Employer funded paid parental leave is provided?	Universally available (UA)	21%					UA				UA				UA			UA		
	Using primary/secondary carer labels (P/S)	42%	P/S		P/S	P/S		P/S	P/S			P/S		P/S			P/S		P/S	
	No paid parental leave (None)	36%		None						None			None			None				None
How many weeks (minimum) of employer funded paid parental leave is provided?	Primary carers or universally available	12 wk	18 wk		26 wk	12 wk	8 wk	12 wk	12 wk		8 wk	4 wk		12 wk	15 wk		8 wk	18 wk	12 wk	
	Secondary carers	3 wk			4 wk	1 wk			2 wk			4 wk		2 wk			2 wk		6 wk	
How many mo is the qualifying period for employer funded paid parental leave?	Primary carers or universally available	11 mo	12 mo		12 mo	12 mo	12 mo	12 mo	6 mo		12 mo	12 mo		52 mo			6 mo	12 mo	6 mo	
	Secondary carers	10.5 mo			12 mo	12 mo			12 mo			12 mo		52 mo			6 mo		6 mo	
Superannuation contributions paid to carers while they are on parental leave?	Primary carers or universally available	85%	No		Yes	No	Yes	Yes	Yes		Yes	No		No	Yes		Yes	Yes	Yes	
	Secondary carers	86%			Yes	No			Yes			No		No			Yes		Yes	
Percentage of paid parental leave taken by women?	Primary carers or universally available	86%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	76%	100%	100%	100%	90%	100%
	Secondary carers	5%	0%		0%	0%	0%		1%	0%	0%	0%	0%	0%	0%			0%	0%	
Percentage of paid parental leave taken by men?	Primary carers or universally available	14%	0%	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%	24%	0%	0%	0%	10%	0%
	Secondary carers	95%	100%		100%	100%	100%		99%	100%	100%	100%	100%	100%	100%			100%	100%	
Policy on flexible working arrangements?		84%	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No
Flexible working options	Flexible hours of work	97%	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Compressed working weeks	59%	Yes	No	Yes	No	No	No	No	No	No	No	Yes	No	Yes	No	No	Yes	No	Yes
	Time-in-lieu	94%	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Telecommuting (e.g. working from home)	95%	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Part-time work	98%	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Job sharing	66%	Yes	No	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No
	Purchased leave	42%	No	No	Yes	Yes	Yes	No	Yes	No	Yes	No	No	Yes	No	No	No	No	Yes	No
	Unpaid leave	99%	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Policy to support employees who are experiencing family		81%	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	No