

Public report 2019-20 (Accessible Version)

Submitted by Legal Name: **VisAbility Limited**

Transcriber's note

Please note that the original document contains tables which have been modified for this version. Some portions of the text have also been omitted from this version. If required, please seek the assistance of a sighted guide for further information about the original printed tables.

This document has been formatted using word processing document styles for semantic mark-up and in accordance with the “Guidelines for the Accessible E-text 2018” by Round Table on Information Access for People with Print Disabilities.

Please also note that the original page numbers of the sections have changed in this version due to the mark-up process.

This transcription was made in August 2020 by VisAbility Limited on behalf of the Workplace Gender Equality Agency for the sole use of readers with print disabilities.

Organisation and contact details

Submitting organisation details

Legal name	VisAbility Limited
ABN	11157291960
ANZSIC	Q Health Care and Social Assistance, 8790 Other Social Assistance Services
Business/trading name/s	N/A
ASX code (if applicable)	N/A
Postal address	PO Box 101 Victoria Park WA 6979 Australia
Organisation phone number	N/A

Reporting structure

Number of employees covered by this report	168
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Workplace profile

Manager

Manager occupational category: CEO/Head of Business in Australia

Reporting level to CEO: 0

Employment status	Number of female employees	Number of male employees	Total number of employees
Full-time permanent	0	0	0
Full-time contract	1	0	1
Part-time permanent	0	0	0
Part-time contract	0	0	0
Casual	0	0	0

Manager occupational category: Key management personnel

Reporting level to CEO: -1

Employment status	Number of female employees	Number of male employees	Total number of employees
Full-time permanent	4	0	4
Full-time contract	0	0	0
Part-time permanent	0	0	0
Part-time contract	0	0	0
Casual	0	0	0

Manager occupational category: Senior Managers

Reporting level to CEO: -2

Employment status	Number of female employees	Number of male employees	Total number of employees
Full-time permanent	1	5	6
Full-time contract	1	0	1
Part-time permanent	1	0	1
Part-time contract	0	0	0
Casual	0	0	0

Manager occupational category: Other managers

Reporting level to CEO: -3

Employment status	Number of female employees	Number of male employees	Total number of employees
Full-time permanent	1	1	2
Full-time contract	0	0	0
Part-time permanent	0	0	0
Part-time contract	1	0	1
Casual	0	0	0

Grand total: all managers

Number of female employees	Number of male employees	Total number of employees
10	6	16

Non-Manager

Non-manager occupational category: Professionals

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Full-time permanent	Female: 15, Male: 3	Female: 0, Male: 0	Female: 0, Male: 0	18
Full-time contract	Female: 9, Male: 2	Female: 0, Male: 0	Female: 0, Male: 0	11
Part-time permanent	Female: 36, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	36
Part-time contract	Female: 9, Male: 2	Female: 0, Male: 0	Female: 0, Male: 0	11
Casual	Female: 2, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	2

Non-manager occupational category: Technicians and trade

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Full-time permanent	Female: 6, Male: 2	Female: 0, Male: 0	Female: 0, Male: 0	8
Full-time contract	Female: 3, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	3
Part-time permanent	Female: 2, Male: 1	Female: 0, Male: 0	Female: 0, Male: 0	3

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Part-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Casual	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0

Non-manager occupational category: Community and personal service

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Full-time permanent	Female: 3, Male: 1	Female: 0, Male: 0	Female: 0, Male: 0	4
Full-time contract	Female: 0, Male: 1	Female: 0, Male: 0	Female: 0, Male: 0	1
Part-time permanent	Female: 2, Male: 2	Female: 0, Male: 0	Female: 0, Male: 0	4
Part-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Casual	Female: 3, Male: 2	Female: 0, Male: 0	Female: 0, Male: 0	5

Non-manager occupational category: Clerical and administrative

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Full-time permanent	Female: 10, Male: 1	Female: 0, Male: 0	Female: 0, Male: 0	11
Full-time contract	Female: 4, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	4
Part-time permanent	Female: 9, Male: 1	Female: 0, Male: 0	Female: 0, Male: 0	10
Part-time contract	Female: 5, Male: 1	Female: 0, Male: 0	Female: 0, Male: 0	6
Casual	Female: 1, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	1

Non-manager occupational category: Sales

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Full-time permanent	Female: 5, Male: 2	Female: 0, Male: 0	Female: 0, Male: 0	7
Full-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Part-time permanent	Female: 5, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	5
Part-time contract	Female: 1, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	1

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Casual	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0

Non-manager occupational category: Machinery operators and drivers

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Full-time permanent	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Full-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Part-time permanent	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Part-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Casual	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0

Non-manager occupational category: Labourers

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Full-time permanent	Female: 0, Male: 1	Female: 0, Male: 0	Female: 0, Male: 0	1
Full-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Part-time permanent	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Part-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Casual	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0

Non-manager occupational category: Others

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Full-time permanent	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Full-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Part-time permanent	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0
Part-time contract	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0

Employment status	Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Casual	Female: 0, Male: 0	Female: 0, Male: 0	Female: 0, Male: 0	0

Grand total: all non-managers

Number of employees (excluding graduates and apprentices)	Number of graduates (if applicable)	Number of apprentices (if applicable)	Total employees
Female: 130, Male: 22	Female: 0, Male: 0	Female: 0, Male: 0	152

Reporting questionnaire

Transcriber's Note: Where multiple options for responses were provided, only VisAbility Limited's selected response is shown.

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 2019 to 31 March 2020. (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

1.2. Retention

- Yes (select all applicable answers)
 - Policy

1.3. Performance management processes

- Yes (select all applicable answers)
 - Policy

1.4. Promotions

- 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: 30 June 2021

1.5. Talent identification/identification of high potentials

- 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: 30 June 2021

1.6. Succession planning

- 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: 30 June 2021

1.7. Training and development

- 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: 30 June 2021

1.8. Key performance indicators for managers relating to gender equality

- 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: 30 June 2021

1.9. Gender equality overall

- Yes (select all applicable answers)
 - Policy

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.

Employment status	Managers: Female	Managers: Male	Non-managers: Female	Non-managers: Male
Permanent/ongoing full-time employees	1	0	0	0
Permanent/ongoing part-time employees	0	0	4	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 were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

Appointments	Female	Male
Number of appointments made to Manager roles (including promotions)	3	1
Number of appointments made to Non-Manager roles (including promotions)	40	8

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

Employment status	Managers: Female	Managers: Male	Non-managers: Female	Non-managers: Male
Permanent/ongoing full-time employees	2	0	6	0
Permanent/ongoing part-time employees	0	0	1	3
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	1
Casual employees	0	0	0	0

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

N/A

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.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as “the board of directors, trustees, committee of management, council or other governing authority of the employer”. This question relates to the highest governing body for your Australian entity, even if it is located overseas.**

2.1. Please answer the following questions relating to each governing body covered in this report.

Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name **but** the numerical details of your parent entity's governing body.

2.1a.1. Organisation name?

VisAbility Limited

2.1b.1. What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?

Female	Male
0	1

2.1c.1. How many other members are on this governing body (excluding the Chair/s)?

Female	Male
3	4

2.1d.1. Has a target been set to increase the representation of women on this governing body?

- No (you may specify why a target has not been set)
 - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)

2.1g.1. Are you reporting on any other organisations in this report?

- No

2.2. Do you have a formal selection policy and/or formal selection strategy for governing body members for all organisations covered in this report?

- Yes (select all applicable answers)
 - Policy

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)?

- No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

N/A

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women’s economic security and progressing gender equality.

3. Do you have a formal policy and/or formal strategy on remuneration generally?

- No (you may specify why no formal policy or formal strategy is in place)
 - Salaries set by awards/industrial or workplace agreements
 - Non-award employees paid market rate

4. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?

- No (you may specify why you have not analysed your payroll for gender remuneration gaps)
 - Salaries for **some** or **all** employees (including managers) are set by awards or industrial agreements and there **is** room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)

4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

N/A

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.

5. A "Primary Carer" is the member of a couple or a single carer, regardless of gender, identified as having greater responsibility for the day-to-day care of a child. Do you provide employer funded paid parental leave for primary carers that is available for women and men, in addition to any government funded parental leave scheme for primary carers?

- No, we offer paid parental leave for primary carers that is available to women **only** (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women **only**):
 - By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks

5.1.1. How many weeks of employer funded paid parental leave is provided for primary carers that is available for women only (e.g. maternity leave)? If different amounts of leave are provided (e.g. based on length of service) enter the minimum number of weeks provided to eligible employees:

6

5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.

N/A

5.2.1. What proportion of your total workforce has access to employer funded paid parental leave for primary carers that is available for women only?

- In your calculation, you **must include casuals** when working out the proportion.
 - 81-90%

5.3 Please indicate whether your employer funded paid parental leave for primary carers covers:

- Adoption

6. A "Secondary Carer" is a member of a couple or a single carer, regardless of gender, who is not the primary carer.

Do you provide employer funded paid parental leave for secondary carers that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

- No (you may specify why employer funded paid parental leave for secondary carers is not paid)
 - Insufficient resources/expertise

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

Primary carer's leave: Female	Primary carer's leave: Male	Secondary carer's leave: Female	Secondary carer's leave: Male
0	0	0	0

7.1. 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.

Primary carer's leave: Female	Primary carer's leave: Male	Secondary carer's leave: Female	Secondary carer's leave: Male
12	0	0	0

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
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
0	0

9. Do you have a formal policy and/or formal strategy on flexible working arrangements?

- Yes (select all applicable answers)
 - Policy
 - Strategy

9.1. You may indicate which of the following are included in your flexible working arrangements strategy:

- Leaders are visible role models of flexible working
- Flexible working is promoted throughout the organisation
- Employees are surveyed on whether they have sufficient flexibility
- The organisation’s approach to flexibility is integrated into client conversations

10. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

- 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:
30.06.2021

11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities)?

- Yes

11.1. Please select what support mechanisms are in place and if they are available at all worksites.

Where only one worksite exists, for example a head-office, select “Available at all worksites”.

- Breastfeeding facilities
 - Available at some worksites only
- Referral services to support employees with family and/or caring responsibilities
 - Available at all worksites

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

- No (you may specify why no formal policy or formal strategy is in place)
 - Included in award/industrial or workplace agreements

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)
 - A domestic violence clause is in an enterprise agreement or workplace agreement
 - 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 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

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.

14.1. Which options from the list below are available? Please indicate in the related table.

Not indicating an item means this option is not available to your employees.

Option	Managers: Formal	Managers: Informal	Non-managers: Formal	Non-managers: Informal
Flexible hours of work	Yes	N/A	Yes	N/A
Compressed working weeks	N/A	Yes	Yes	N/A
Time-in-lieu	Yes	N/A	Yes	N/A
Telecommuting	Yes	N/A	Yes	N/A
Part-time work	Yes	N/A	Yes	N/A
Job sharing	N/A	Yes	Yes	N/A
Carer’s leave	Yes	N/A	Yes	N/A
Purchased leave	Yes	N/A	Yes	N/A

Option	Managers: Formal	Managers: Informal	Non-managers: Formal	Non-managers: Informal
Unpaid leave	Yes	N/A	Yes	N/A

14.3. You may specify why any of the above options are not available to your employees.

- Other (provide details):

We have not had a request for a compressed working week or job share arrangement from our managers as yet. If a request was made we would be open to looking at how this would apply in relation the Enterprise Agreement in place. Should this happen, we would be open to explore and consider how it would work to successfully achieve business goals.

14.4. If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

N/A

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15. Have you consulted with employees on issues concerning gender equality in your workplace?

- No (you may specify why you have not consulted with employees on gender equality)
 - Not a priority

15.3. If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

N/A

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks

information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

- Yes (select all applicable answers)
 - Policy

16.1. Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

- Yes

17. Do you provide training for all managers on sex-based harassment and discrimination prevention?

- No (you may specify why this training is not provided)
 - Other (provide details): We are currently implementing an LMS that will include compliance training for this.

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

N/A

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.)**

N/A

Gender composition proportions in your workplace

Important notes:

1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. 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 83.3% females and 16.7% males.

Promotions

2. 100.0% of employees awarded promotions were women and 0.0% were men
 - i. 100.0% of all manager promotions were awarded to women
 - ii. 100.0% of all non-manager promotions were awarded to women.
3. 46.4% of your workforce was part-time and 80.0% of promotions were awarded to part-time employees.

Resignations

4. 69.2% of employees who resigned were women and 30.8% were men
 - i. 100.0% of all managers who resigned were women
 - ii. 63.6% of all non-managers who resigned were women.
5. 46.4% of your workforce was part-time and 38.5% 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. N/A - 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.

CEO sign off confirmation

Name of CEO or equivalent: Elizabeth Barnes

Confirmation CEO has signed the report: Confirmed

CEO Signature:



Date: 31 July 2020