

GRI: LABOUR PRACTICES AND DECENT WORK

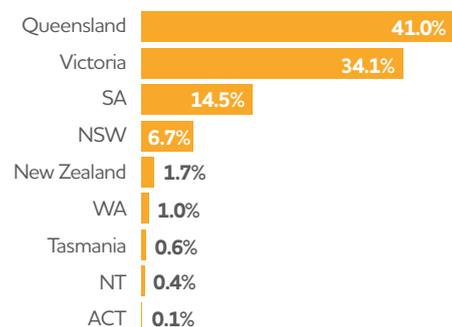
EMPLOYMENT

G4- LA1 Total number and rates of new employment hires and employee turnover by age group, gender and region.

Overview⁽¹⁾

During FY 2014, we hired a total of 1,623 new employees and our voluntary employee turnover was 11.7 per cent at the end of the reporting period. Note that our Call Centres' voluntary turnover rates usually sit at around 40 per cent.

Breakdown of new employee hires by region (n = 1,623)

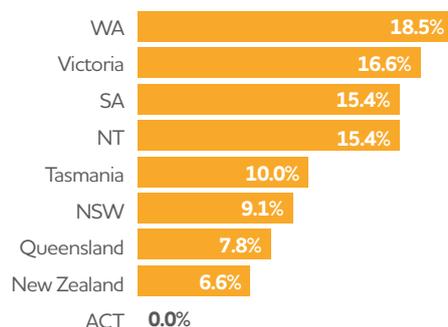


This has the effect of increasing the overall organisation employee turnover rate by 2 to 3 per cent. Turnover rates include employees who leave voluntarily; they do not include employees who leave due to dismissal, redundancy, company transfer, retirement or death in service.

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Breakdown of employee turnover by region



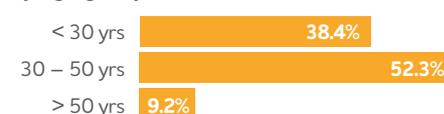
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Detailed response

Origin's performance for this indicator is illustrated in the following charts.

Breakdown of new employee hires by age group (n = 1,623)



Breakdown of new employee hires by gender (n = 1,623)



G4- LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.

Response

Origin has a universal service threshold of 12 months service for the Employee Share Plan, and insured benefits such as Salary Continuance and Life Insurance carry an insurer's requirement for a minimum of 15 hours per week employment in order to maintain insurance cover and do not cover casual employment. Casual employment does not carry leave entitlements and a salary loading is paid in lieu of those entitlements. The Company does not have Health Care benefits except as provided under the Travel Insurance covers for employees travelling on company business. Superannuation is an employee choice regime where the employee chooses their provider and laws cover some minimum insurance covers that superannuation funds are obliged to offer, but in addition to those the Company provides Salary Continuance (Income Protection) and Death and Disablement covers subject to the insurer's requirements above.

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G4- LA3 Return to work and retention rates after parental leave, by gender.

Overview⁽¹⁾

Origin has also been tracking maternity leave return and retention rates since FY 2010. As maternity leave is generally for an extended period of time, return and retention rates have been provided for most of those women who commenced maternity leave during the 2010 to 2012 financial years. Return rates have also been provided for FY 2013. However, we are unable to calculate retention rates as at the end of FY 2014 because these employees have not been back in the business long enough. Return rates of women taking maternity leave have increased over this period; however retention rates have slightly decreased. The drop in retention for those who commenced maternity leave in FY 2012 has been impacted by the Company's large-scale downsizing program the following year.

To be eligible to apply for Parental Leave an employee must have completed at least 12 months' service with the Company at the time the leave will commence. The Company may grant Parental Leave on a pro rata basis for employees who have completed less than 12 months service, but more than nine months service. Fixed-term employees, where the term of the current contract is less than two years or the term would expire within 12 months of the commencement of proposed leave, and long term casual employees may be eligible for Unpaid Parental Leave. Other casual or seasonal employees are not eligible to access Parental Leave.

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(1) Figures are provided for Australia and New Zealand employees only, as at 30/06/2014, excluding approximately 762 employees at Eraring Power Station in Australia, LPG Asia Pacific and other international locations.

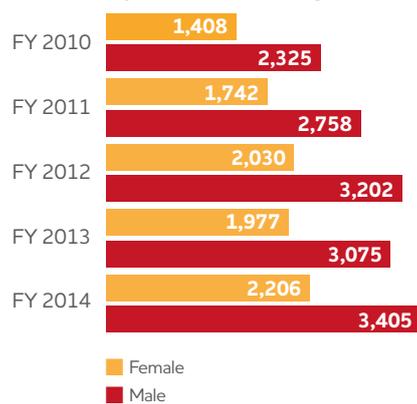
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As at 30 June 2014, one employee who commenced maternity leave in FY 2012 is still expected to return to work; seven employees who returned from maternity leave taken in FY 2012 are expected to complete 12 months of service; six employees who commenced maternity leave in FY 2013 are expected to

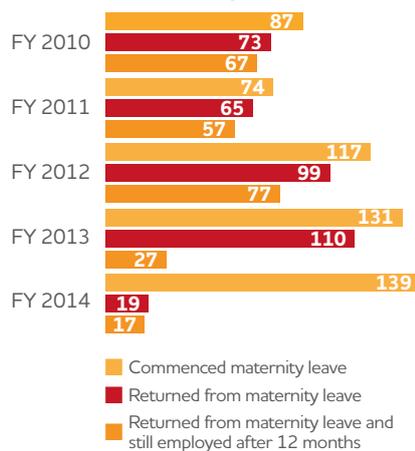
return to work; majority of employees who returned from maternity leave taken in FY 2013 are expected to complete 12 months of service; majority of employees who commenced maternity leave in FY 2014 are expected to return to work and complete 12 months of service.

The FY 2012 retention rate excludes five women who took extended maternity leave and returned less than 12 months before the end of FY 2014. The FY 2013 retention rate is not able to be reported as not all of these employees have been back in the business long enough to calculate. These will be reported in FY 2015.

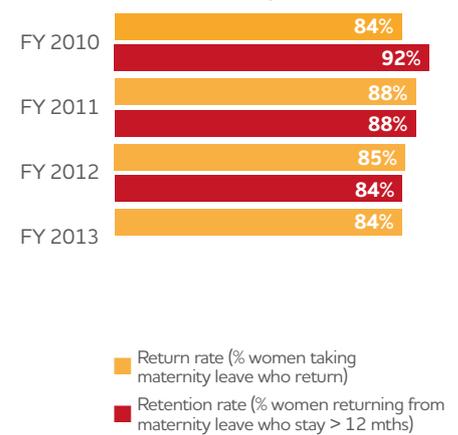
Total number of employees that were entitled to parental leave, by gender



Total number of employees that commenced maternity leave



% of employees returning to work and retention after maternity leave



OCCUPATIONAL HEALTH AND SAFETY

G4- LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.

Overview

All Origin employees (100 per cent) are represented in formal Health Safety and Environment (HSE) committees throughout the business.

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Detailed response

Origin has Health, Safety and Environment committees across the business which are made up of both management and employee representatives. These committees are led by representatives from all levels of the workplace. Their role is to highlight employee concerns, workplace hazards and unsafe practices, Health, Safety and Environment performance and to formally escalate any Health, Safety and Environment issues to management.

G4- LA6 Types of injury, rates of injury, occupational diseases, lost days and absenteeism and total number of work related fatalities by region and by gender.

Overview

Our Company wide Total Recordable Injury Frequency Rate (TRIFR) measures the total number of recordable injuries that occur for every million hours worked by Origin employees and contractors (on Origin controlled sites). The TRIFR measure includes medical treatment cases, restricted work cases, lost time cases and fatalities. In FY 2014 our TRIFR was 5.0 down from 6.5⁽²⁾

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In FY 2014, we recorded a TRIFR of 5.0, a 23 per cent improvement on our previous year's TRIFR of 6.5⁽²⁾ and well ahead of our target of 6.0. In FY 2014, there were no fatalities associated with our activities.

Lost time cases track the severity of injuries occurring in our business by measuring injuries that resulted in an employee missing at least one full shift or workday. In FY 2014, there were 39 lost time cases and a total of 615 days of work lost, equating to a lost time severity rate of 16.7 (total days of lost time case/million hours worked). This represents an improvement of 9 per cent compared to the FY 2013 result of 18.4.

G4-LA8 Health and safety topics covered in formal agreements with trade unions.

Overview

Origin has a number of formal agreements in place with trade unions with regards to health and safety of members. These agreements include Medical Examination, Drug and Alcohol Testing and Health, Safety and Environment agreements.

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(2) Revised from 6.7 previously reported due to retrospective data updates.

TRAINING AND EDUCATION

G4- LA9 Average hours of training per year per employee by gender and by employee category.

Response

During FY 2014, 3,515 active training courses were available, including both instructor lead and web based training. 56,414 hours of training was provided to 4,651 employees. This equates to an average of 12.13 hours training per learner during the reporting period. If calculated against all employees (5,939), an average of 9.5 hours training was provided per employee.⁽¹⁾

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G4-LA10 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.

Response

At Origin we offer a number of opportunities for employees to upgrade their skills ranging from core compliance to technical skills professional development and leadership skills. Origin's learning is divided into the following three dimensions:

- experienced based learning;
- relationship based learning and;
- program based learning.

Our approach to learning is to support the development of competencies as well as enhance and support the development and utilisation of people's strengths. We adopt a competency based focused learning system.

Origin partners with an accredited and professional career transition management provider. This provider is available to support Origin employees through redundancy and redeployment as required.

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G4-LA11 Percentage of employees receiving regular performance and career development reviews by gender and by employee category.

Response ⁽¹⁾

Of all employees eligible to receive regular performance and career development reviews at Origin, 99.7 per cent of women and 90.8 per cent of men completed their reviews during FY 2014. All Origin employees with the exception of those employed under enterprise bargaining agreements are eligible to receive regular performance and career development reviews under Origin's Performance Management System.

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DIVERSITY AND EQUAL OPPORTUNITY

G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity.

Overview ⁽¹⁾

33 per cent of our Board and 11 per cent of our Executive Management Team are female, while 27 per cent of senior employees (including our Executive Management Team) and 40 per cent of all employees are female. 89 per cent of our Board and 67 per cent of our Executive Management team are over 50 years of age; the remainder are between 30 and 50 years of age.

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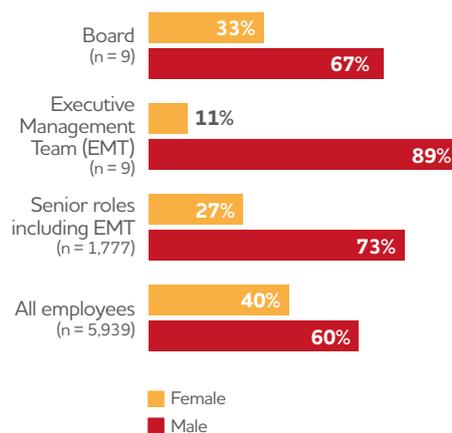
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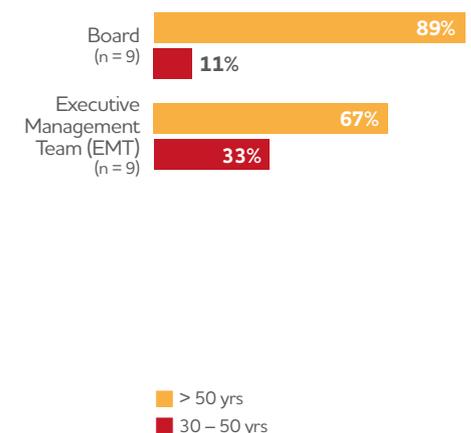
Detailed response

Figures are provided for Australia and New Zealand employees only, as at 30/06/2014, excluding approximately 762 employees at Eraring Power Station in Australia, LPG Asia Pacific and other international locations.

% of individuals within governance bodies and employees categories by gender



% of individuals within governance bodies by age group



EQUAL REMUNERATION FOR WOMEN AND MEN

G4-LA13 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.

Overview

Origin has had a rigorous process in place through our annual central remuneration review to actively monitor and pursue gender pay equity for more than 14 years. We define work of equal value by reference to Hay Pay Scale Job Grades. Our commitment is that men and women in roles that are graded under this system will on average get equal pay per job grade. In FY 2014, the average difference between male and female average pay at each job grade was well within our target of 2 per cent at 1.3 per cent as at the end of March 2014.

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Overall gap between average male and female fixed remuneration within each Job Grade

