

Employer Public Report

Contents

[Public Reports](#)

[Workplace Overview](#)

[Action on Gender Equality](#)

[Flexible Work](#)

[Employee Support for Parents and Carers](#)

[Harm Prevention](#)

Submitted By:

Count Limited 11126990832; Moggs Accounting + Advisory Pty Ltd 70131399516; Countplus One Pty Ltd 31137175403; Unite Advisory Pty Ltd 71144047665; Twomeys Pty Ltd 62128381868; Count GC Pty Ltd 68128381831; Adviceco Ca Pty Ltd 85136858190; Priority Networking Pty Ltd 96160178549; Atkinson Saynor Private Wealth Pty Ltd 76663970974; 4Front Pty Ltd 81652366099; Digital O2 Pty Ltd 80128078188; Collective Resourcing Pty Ltd 87635915847; Kidmans Partners Services Pty Ltd 29644716183; SOLUTIONS CENTRIC PTY LTD 96610219782; Count Corporate Services Pty Ltd 92609528494; WSC GROUP - AUST PTY LTD 49158840192; COUNT ADELAIDE HOLDINGS PTY LTD 36669809296

Public Reports

WGEA publishes your Public Report, excluding any personal information, on the Data Explorer. WGEA uses its contents for other purposes in electronic or other formats.

What makes up your Public Report?

Your Public Report consists of 2 documents, which you can generate and download after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

Before lodgement

The Public Report must be:

- given to your CEO or equivalent for review, approval and sign off before lodgement.
- shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012*.

Reporting contacts will be asked to declare in the WGEA Employer Portal that all relevant CEOs or equivalents have signed the Public Report.

For detailed information on the requirements to share the Public Report with your employees, members or shareholders, refer to the online Reporting Guide under [Notification and Access requirements](#).

Gender Equality Standards

If your organisation is a single entity employing 500 or more employees, you must have a policy or strategy in place against each of the 6 Gender Equality Indicators. More information can be found within the online Reporting Guide on [Gender Equality Standards](#).

Gender Equality Targets

If your organisation is an employer that directly employs 500 or more employees, you must select and commit to achieve 3 gender equality targets from a [menu](#) of 19 options. At the end of 3 years, you must meet or demonstrate improvement against each selected target. More information can be found on [Gender Equality Targets: Frequently Asked Questions](#).



Workplace overview

Policies and strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when supported by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions;
Succession planning; Talent identification/identification of high potentials

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

To have a gender balanced governing body (at least 40% men and 40% women)

1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Workplace overview



Governing bodies

Gender balance on governing bodies or boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance on the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of board members, and taking action to drive change through term limits, targets and policies.

1.5 Identify your organisation/s' governing body.

Organisation: Count Limited

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: Moggs Accounting + Advisory Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: Gender Diversity

Organisation: Countplus One Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

.....

B. What is the name of your governing body?

The Board of Count Limited



C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes



Other

Provide Details: Gender Diversity

Organisation: Unite Advisory Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5



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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: Twomeys Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy



.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: Count GC Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

.....

B. What is the name of your governing body?

The Board of Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors



D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: Gender Diversity

Organisation: Adviceco Ca Pty Ltd



A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body



Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: Priority Networking Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion



F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: Atkinson Saynor Private Wealth Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1



Members (excluding chairs)	3	2
----------------------------	---	---

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: Gender Diversity

Organisation: 4Front Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes



B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA



H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: Digital O2 Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other



Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: Collective Resourcing Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?



Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: Gender Diversity

Organisation: Kidmans Partners Services Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

.....

B. What is the name of your governing body?

The Board of Count Limited

.....

C. What type of governing body does this organisation have?



D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: Gender Diversity



Organisation: SOLUTIONS CENTRIC PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this



governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: Count Corporate Services Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

Organisation: WSC GROUP - AUST PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes

.....

B. What is the name of your governing body?

The Board of Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

Women	Men
-------	-----



Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: Gender Diversity

Organisation: COUNT ADELAIDE HOLDINGS PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

Yes



B. What is the name of your governing body?

The Board of Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

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

Yes, a target has been set to maintain the existing representation of women on this governing body

Other value: NA



.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: Gender Diversity

.....

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.



Action on gender equality

Gender pay gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; Remuneration review processes without gender biases; To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap analysis?

Yes



Corrected instances of unequal pay; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Count shared the overall gender pay gap results, including differences between women's and men's average pay and gender composition across the organisation, with relevant governance forums including the Count Limited Board, Audit Risk Committee, and Remuneration & Nominations Committee. The results were also communicated to employees by the CEO through official channels and discussed as part of Count's corporate International Women's Day activities. As part of International Women's Day, Count facilitated broader employee engagement and awareness on gender equality, including discussion of workplace factors that contribute to gender inequality, respectful and inclusive workplaces, prevention of gender-based harm, and available support pathways. This provided an opportunity to connect the gender pay gap discussion with broader conversations about workplace inclusion and gender equality. Count has also become a member of the Financial Institutions Remuneration Group Inc. (FIRG), which provides remuneration and benefits data, tools and insights for the financial services sector. Count uses this external market information to support remuneration benchmarking, inform remuneration review processes and strengthen decision-making in relation to pay equity and gender remuneration gaps. Count intends to follow a similar process for the 2025/26 results, including governance reporting, employee communication and continued discussion through relevant employee engagement forums, supported by ongoing use of market remuneration data and insights.

Action on gender equality

Employee consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

2.4a How did you consult employees about gender equality in the workplace?

Employee experience survey



2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

2.6 If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

Our organisation actively engages employees in conversations around gender equality, including fair pay, through regular employee engagement surveys by Culture Amp. One of the key questions included in our survey is: 'I believe my total compensation (base salary + any bonuses + benefits + equity) is fair, relative to similar roles at other companies.' This question helps us assess perceptions of external pay equity, which is a critical component of gender pay fairness. In addition, related questions such as: 'Generally, the right people are rewarded and recognised at Count' and 'My job performance is evaluated fairly' which provides further insight into whether employees feel that recognition and compensation are distributed equitably, regardless of gender. We use the results from these surveys to identify gaps, inform our remuneration reviews, and guide our broader diversity, equity, and inclusion (DEI) initiatives. Employees are also invited to provide open-text feedback, which is reviewed to ensure that gender-related concerns are heard and addressed[



Flexible working arrangements

Flexible working

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

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

Yes

Policy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; All employees are surveyed on whether they have sufficient flexibility; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); All team meetings are offered online; Other

Provide Details: Count supports work-life balance via flexible leave: T4G5 gives an extra week off for taking four weeks' leave in a financial year, plus purchased annual leave—up to two extra weeks per year, subject to approval.

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	No	No
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	No	No
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	No	No

3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.



Count Limited has a formalised Flexible Leave Policy where it encourages and supports flexible working practices within the organisation. At the corporate level, Count Limited has aligned with the ASX Corporate Governance Council's Recommendations by setting specific targets for female participation across various levels of the organisation. Our gender diversity targets and progress are reviewed annually by the Count Board and publicly disclosed in our Corporate Governance Statement, available on our website.



Employee support for parents and carers

Paid parental leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that the policy is available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

No

Government scheme is sufficient

4.2 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Employee support for parents and carers

Support for carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.3 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Strategy

4.3a Do the formal policies and/or formal strategies include any of the following?

Support for all carers (e.g. carers of children, elders, people with disability); Flexible



working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Extended carers leave and/or compassionate leave

4.4 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	No
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No
Internal support networks for parents and/or carers	No
Targeted communication mechanisms (e.g. intranet forums)	No
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
Keep-in-touch programs for carers on extended leave and/or parental leave	No
Access to counselling and external support for carers (e.g. EAP)	Yes



4.5 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Count supports employees with family and caring responsibilities through its Leave Policy, including personal/carer's leave, unpaid carer's leave, compassionate leave, family and domestic violence leave, unpaid parental leave and long service leave. The policy also recognises circumstances such as pregnancy loss, stillbirth, premature birth and other birth-related complications. In addition, Count's Flexible Work Arrangements Policy allows employees to request changes to working hours, work patterns or work location to support personal and caring needs, subject to business requirements.



Harm prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention and response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Protection from adverse action based on disclosure of sexual harassment and discrimination; Training for managers and non-managers on respectful workplace conduct and preventing and responding to sexual harassment

5.1b If yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to managers, non-managers or the governing body?

Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	No	No	Yes	No
All non-managers	No	No	Yes	No
The governing body	No		Yes	No



5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; Self-care and vicarious trauma training for employees, witnesses and responding staff

5.3 Does the governing body and/or CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

No

Chief Executive Officer or equivalent

Yes

; Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy)

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Train staff on mitigation and control measures



5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (e.g. EAP); Information provided to all employees on external support services available; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose anonymously

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Other

Other: Reporting – at the Audit Risk Committee and Remuneration and Nominations Committee

5.8 Does your organisation report on sexual harassment to the governing body and executive (CEO & KMP) and how frequently?

Governing body

Yes

As required

CEO or equivalent

Yes

As required

Key Management Personnel (for Commonwealth public sector: Senior Executive Bands)

No

5.8a Do your reports on sexual harassment to governing body, KMP and CEO include any of the following?

Outcome of reports of sexual harassment; Other

Please Specify: Any staff complaints/grievances are reported to the Rem & Noms Committee as well as the Audit Risk Committee.



5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

Count's approach is supported by the Respectful Workplace Behaviours Policy, Grievance Policy and Code of Conduct, which set behavioural expectations, define unacceptable conduct and provide pathways for employees to raise concerns. Employees receive annual respectful workplace behaviour training covering sexual harassment, sex-based harassment, discrimination, bystander responsibilities, reporting options, relevant legislation and external support services. Concerns may be raised through internal channels or a confidential external hotline, including anonymously. Relevant complaints, grievances and outcomes are reported to appropriate governance forums, including the Remuneration and Nominations Committee and Audit Risk Committee, as required.

Harm prevention

Family or domestic violence

5.10 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of family and domestic violence	No
Confidentiality of matters disclosed	Yes
Training for key personnel in supporting employees experiencing family and domestic violence	No
Flexible working arrangements	Yes
Workplace safety planning	no
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Procedures for referring employees experiencing family and domestic violence support services	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A family and domestic violence clause is in an enterprise agreement or workplace agreement	No
Access to medical services (e.g. doctor or nurse)	No
Mechanisms for employees experiencing family and domestic violence to request to move to a different workplace location	No



Emergency accommodation assistance	No
------------------------------------	----

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid family and domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid family and domestic violence leave?

10

Access to unpaid family and domestic violence leave?

Yes

Is it unlimited?

No

Do you offer unpaid family and domestic violence leave by negotiation or as needed?

Yes

How many days of unpaid family and domestic violence leave?

5

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.

Count supports employees affected by family and domestic violence through its Leave Policy and related support arrangements. Employees have access to 10 days of paid family and domestic violence leave each year, with unpaid leave available by negotiation or as needed depending on the employee's circumstances. Count treats family and domestic violence matters confidentially and may provide flexible working arrangements, access to the Employee Assistance Program and, where appropriate, financial support such as advanced pay. The Leave Policy recognises that employees may need time away from work to deal with the impact of family and domestic violence, including to make safety arrangements, attend legal or support appointments, access police services or relocate.

