



Boral Limited 2010 EOWA Employer of Choice For Women

Organisation name

Boral Limited

Spokesperson/Media Contact

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Your organisation

Boral Limited is a global leading building and construction materials company with principal operations in Australia, the United States and Asia. Annual turnover is \$4.9billion, current employees number 14,300 globally and Boral has 706 operating sites and 143 distribution sites across 13 countries.

Boral produces and distributes a broad range of construction materials, including quarry products, cement, fly ash, pre-mix concrete and asphalt; and building products including clay bricks and pavers, clay and concrete roof tiles, concrete masonry products, plasterboard, windows and timber.

What were the EO issues for your organisation?

- Retaining skills and maintaining a diverse workforce given we have an ageing workforce and tough economic climate.
- Typically low female participation in non traditional building and construction material roles in a company like Boral.
- Maintaining the need for flexible working arrangements, for example, women returning from maternity leave.

Your EO programs & outcomes

Boral's key EO programs and initiatives are delivered in the following areas:

Diversity

- Diversity – Working with Respect program
- Indigenous employment program
- Foundation membership of the Diversity Council.

Training & Development

- Springboard for Women
- Frontline Leadership Development program, Management Development program and Executive Development program
- Emerging Leaders program
- Outward Bound Leadership Experience.

Human Resources/Workforce

- Boral's graduate program
- MBA program
- Flexible working arrangements
- Recruitment advertising and branding
- Parental leave- Return to Work and Keep in Touch program
- Succession planning and Employee Estimate of Potential
- Community Partnerships
- Employee Surveys
- Boral Sustainability Diagnostic Tool.

Some of the key EO programs developed in recent years include:

Care for Kids - Boral introduced the Care for Kids Program in June 2009 to help employees tackle the challenge of finding appropriate child care. The program is Australia's most comprehensive online childcare resource and is made available through a partnership with the online child care directory and referral service Care For Kids Internet Services Pty Ltd.

It is a one-stop-shop for finding any type of child care, search for child care vacancies, day care facilities, pre-schools, before and after school care services and vacation care, access the online babysitter booking tool or find last minute emergency child care. We have excellent take up of this program; in the first six months of operation we had over 7,000 hits on the site.

Parental Leave– Boral provides paid parental leave for Australian employees including eight weeks paid maternity/adoption leave and one week paid paternity leave. In 2009 there was a 17% increase in the number of females that took up maternity leave and an 11% increase in males that took up paternity leave.

BWell Program– Boral is committed to supporting the health and well being of its employees. Boral's employee wellbeing program, BWell provides three core services: annual or biennial health assessments, wellbeing awareness seminars conducted in working hours, and provision of educational information on health issues for employees and their families. BWell's health assessments are widely accessed by employees.

The BWell program aims to improve the health status and awareness of our employees through improvements in their lifestyle and diet. Amongst Boral's employees who have had two or more health assessments, the average number of risk factors has reduced from 2.8 to 2.7. The number of employees at the high end of the health risk spectrum with five or more undesirable risks has reduced by 9%.

Key statistics

Some of Boral's key statistics for the 2009 year include:

- 20% of employees recruited into senior manager roles were women.
- 17% of employees recruited into executive level positions were women.
- 17% increase in the number of women who took up maternity leave and 11% increase in the number of men who took up paternity leave.
- 61% of women were recruited in non traditional roles (i.e. Trade & Plant).
- The number of women who exited the organisation has remained at 16% during 2008 and 2009.
- The number of women who have returned after taking maternity leave has increased by 73%.
- 20% of women attended training programs.
- The percentage of Boral's female employees increased from 14% in 2008 to 14.7% in 2009.

Your people

Boral has identified the individuals below who have benefited from our initiatives and has provided profiles of them to be used as case studies. Please contact Kylie Fitzgerald for further information.

Nicole - National General Manager, Boral Precast, Construction Related Businesses, NSW

Joined Boral in June 2004 as part of our MBA program and was promoted to a regional role and most recently to a national senior management role.

Quote from Nicole - "This is a very intensive job but I have a fairly good work/life balance. I am enjoying the responsibility of running a business and have found the job extremely rewarding professionally and personally". *Nicole*

Anastasia - Communications Manager, Boral eBusiness Centre, VIC

Joined Boral in April 1998 and Boral has provided flexible working arrangements, including part time work and working from home to assist in caring for her children and her husband who has motor neurone disease.

Quote from Anastasia – "Boral has been very supportive with anything I have needed as far as time to care for my sick husband, which is amazing". *Anastasia*

Future actions

Some future key EO plans or programs that Boral will be introducing includes:

Flexible Work Practices – Boral has enhanced its guidelines for employees seeking flexible working arrangements, this will assist Boral to communicate the legislative requirements under the Fair Work Act and provide managers and employees with a framework to manage and implement flexibility in the workplace.

Pay Equity – Boral currently meets EOWA pay equity guidelines; however we are undertaking a detailed analysis of our workforce to better understand where and why pay differs between men and women.

Online Induction – Boral is implementing an online induction process where new employees can learn about Boral and their job in a more timely and targeted way.

Quote

"As Boral's incoming Chief Executive, I have spent the past two months getting to know the business and developing a better understanding of Boral's culture and our people. I see an outstanding business built on a foundation of solid Values, with significant opportunities for the future. I am impressed with the skills and capabilities of Boral's people and the diversity of our workplaces. Being recognised as an employer of choice for women is something that we are proud of and we intend to continue to strengthen the good work that has already been recognised by the EOWA". Mark Selway, Chief Executive

Images



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