2022 - 23 Gender Equality Reporting

Submitted By:

Atlassian Pty Ltd  53102443916
# Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?
   - **Recruitment**: Yes
   - **Strategy**:  
   - **Retention**: Yes
   - **Strategy**:  
   - **Performance management processes**: Yes
   - **Strategy**:  
   - **Promotions**: Yes.
   - **Strategy**:  
   - **Talent identification/identification of high potentials**: NoOther
   - **Other**: We are in the process of refreshing the strategy and process for talent management and identification of high potentials. There was previously a policy in place for identifying high potentials.
   - **Succession planning**: No
   - **Other**:  
   - **Other**: We are currently refreshing the strategy. We previously focused on mostly the Executive levels. Although not a formal policy/strategy, we have previously considered gender diversity (and diversity more broadly) in succession planning.
   - **Training and development**: No
   - **Other**:  
   - **Other**: We do not have a formal policy and/or strategy in place that specifically supports gender equality. Instead, we currently embed DEI best practices into key trainings related to people programs and offer online inclusion course content.

2. **Key performance indicators for managers relating to gender equality**: No

3. **If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**
   
   Note: While we don't have a standalone gender equality policy or strategy, we do have a comprehensive DEI strategy with planned OKRs that are refreshed annually, and include goals around diversity (e.g., hiring rate goals for global gender and U.S. race/ethnicity), equity (e.g., equitable outcomes across our people programs), and inclusion (e.g., ERG participation).

## Governing Bodies

**Organisation**: Atlassian Pty Ltd
1. Name of the governing body: Board of Directors
2. Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

<table>
<thead>
<tr>
<th></th>
<th>Female (F)</th>
<th>Male (M)</th>
<th>Non-Binary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Member</td>
<td>3</td>
<td>7</td>
<td>0</td>
</tr>
</tbody>
</table>

4. Formal section policy and/or strategy: Yes
Selected value: Policy

6. Target set to increase the representation of women: No

Selected value:
Other

Other value: We are constantly evaluating candidates for our board and consider a variety of factors, including experience, skills and diversity when deciding the composition of our board.

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation’s governing body?
Yes
Selected value: Policy

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

Note: As noted in our Corporate Governance Guidelines, the Board does not believe in a specific limit for the overall length of time a director may serve. Directors who have served on the Board for an extended period can provide valuable insight into the operations and future of the Company based on their experience with, and understanding of, the Company’s history, policies, and objectives and the industry in which it operates. As an alternative to term limits, the Board will seek to maintain an average tenure of ten years or less for its independent directors. Additionally, 8/10 of the board of directors are based in the U.S.
#Action on gender equality

## Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?
   - Yes
   - Policy
   1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?
   - No

2. What was the snapshot date used for your Workplace Profile?
   - 31/03/2023

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

## Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?
   - Yes
   1.1 When was the most recent gender remuneration gap analysis undertaken?
     - Within the last 12 months
   1.2 Did you take any actions as a result of your gender remuneration gap analysis?
     - Yes
     - Reviewed remuneration decision-making processes; Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Corrected like-for-like gaps

1.3 What type of gender remuneration gap analysis has been undertaken?
   - A like-for-like gap analysis; A by-level gap analysis; An overall organisation-wide gender pay gap

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.
   - In addition to the boxes checked above, we also made design changes where we believed our system as designed did not appropriately mitigate the chance for bias (eg, reducing manager discretion in compensation planning).
Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?
   
   **No**
   
   **Other Details:** Strategy and approach in development for both ERG leaders to amplify the voice of their communities to Exec Team and for Exec Team to engage with the communities.

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?
   
   **No**

3. On what date did your organisation share your last year’s public reports with employees and shareholders?
   
   **Employees:**
   
   **No**
   
   Discretion not to name/non-compliant
   
   **Shareholder:**
   
   **No**

4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?
   
   **No**

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below. Over the past several years, the responsibility for WGEA reporting within Atlassian changed hands several times, and unfortunately the requirement to share with employees and shareholders was not met during this transition.

#Flexible Work

Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?
   
   **Yes**
   
   **Policy**
1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level
Yes

The organisation's approach to flexibility is integrated into client conversations
Yes

Employees are surveyed on whether they have sufficient flexibility
No
Currently under development

**Estimated Completion Date:** 2024-06-30

Employee training is provided throughout the organisation
Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)
No
Currently under development

**Estimated Completion Date:** 2024-06-30

Flexible working is promoted throughout the organisation
Yes

**Targets have been set for engagement in flexible work**
No
Other

**Other:** Everyone has the flexibility to determine where they work and how they work (in conjunction with manager). We don't need targets because this is open to all.

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
No
Currently under development
Estimated Completion Date: 2024-06-30

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
No
Currently under development

Estimated Completion Date: 2024-06-30

Leaders are held accountable for improving workplace flexibility
No
Not a priority

Leaders are visible role models of flexible working
Yes

Manager training on flexible working is provided throughout the organisation
Yes

Targets have been set for men’s engagement in flexible work
No
Other

Other: Everyone is engaged in flexible work.
Team-based training is provided throughout the organisation
Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?
   Carer’s leave: Yes
   SAME options for women and men
   Formal options are available

   Compressed working weeks: No
   Not a priority

   Flexible hours of work: Yes
   SAME options for women and men
   Formal options are available; Informal options are available

   Job sharing: No
Not aware of the need

**Part-time work:** Yes
SAME options for women and men
Formal options are available;
Informal options are available

**Purchased leave:** No
Not a priority
**Remote working/working from home:** Yes
SAME options for women and men
**Time-in-lieu:** Yes
SAME options for women and men

Informal options are available

**Unpaid leave:** Yes
SAME options for women and men
Formal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?
Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?
Don't know / Not applicable

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

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?
Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

1.1. Please indicate whether your employer-funded paid parental leave covers:
Birth; Adoption; Surrogacy; Stillbirth

1.2. How do you pay employer-funded paid parental leave to your carers, regardless of primary/secondary status?
Paying the employee’s full salary

1.3. Do you pay superannuation contribution to your carers while they are on parental leave?
Yes, on employer funded parental leave

1.4. **How many weeks of employer-funded paid parental leave for carers is provided?**
20

1.5. **What proportion of your total workforce has access to employer-funded paid parental leave, including casuals?**
91-100%

1.6. **Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded parental leave?**
No

1.7. **Do you require carers to take employer-funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**
Yes within 12 months

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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.

Notes: The 20 weeks of PPL may be taken: In a single continuous block; or In up to 4 separate blocks of time (in 2-week minimum increments).

Additionally, for our employer funded leave, we pay full bonus and equity against this time in addition to full salary.

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**Support for carers**

1. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**
   Yes
   Policy

2. **Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**
   2.1. **Employer subsidised childcare**
       No

   2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**
       No
       Not a priority

   2.3. **Breastfeeding facilities**
       Yes
Available at ALL worksites

2.4. Childcare referral services
    Yes
    Available at ALL worksites

2.5. Coaching for employees on returning to work from parental leave
    No

2.6. Targeted communication mechanisms (e.g. intranet/forums)
    Yes
    Available at ALL worksites

2.7. Internal support networks for parents
    Yes
    Available at ALL worksites

2.8. Information packs for new parents and/or those with elder care responsibilities
    Yes
    Available at ALL worksites

2.9. Parenting workshops targeting fathers
    No

2.10. Parenting workshops targeting mothers
    No

2.11. Referral services to support employees with family and/or caring responsibilities
    Yes
    Available at ALL worksites

2.12. Support in securing school holiday care
    No

2.13. On-site childcare
    No

2.14. Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.
Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?
   Yes
   Policy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?
   Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?
   All Managers:
   Yes
   Annually

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

Family or domestic violence

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

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?
A domestic violence clause is in an enterprise agreement or workplace agreement
No
Other

Provide Details: Atlassians are not under an enterprise/workplace agreement.
Confidentiality of matters disclosed
Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence
Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)
Yes

Emergency accommodation assistance
No
Other

Provide Details: We currently consider this on a case-by-case basis.
Provision of financial support (e.g. advance bonus payment or advanced pay)
No
Other

Provide Details: We currently consider this on a case-by-case basis.
Flexible working arrangements
Yes

Offer change of office location
Yes

Access to medical services (e.g. doctor or nurse)
Yes
Training of key personnel
No

Referral of employees to appropriate domestic violence support services for expert advice
Yes

Workplace safety planning
Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
No
Other

**Provide Details:** Atlassian are not under an enterprise/workplace agreement; we have access to paid leave under policy.

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
Yes
Is the leave period unlimited?
No

How may days are provided?  10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
No
Other

**Provide Details:** Atlassian are not under an enterprise/workplace agreement; we have a paid leave policy.

Access to unpaid leave
Yes
Is the leave period unlimited?
Other: Yes  
Provide Details: Atlassian has unpaid leave but it is not specific to unpaid domestic violence leave.

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

   Note on access to medical services: We do not offer standalone FDV-specific medical services, but all employees (including those experiencing FDV) can access psychological support through our EAP and Modern Health offerings.
## Workplace Profile Table

**Industry:** Computer System Design and Related Services

<table>
<thead>
<tr>
<th>Occupational category*</th>
<th>Employment status</th>
<th>No. of employees</th>
<th>Number of apprentices and graduates (combined)</th>
<th>Total employees**</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>F</td>
<td>M</td>
<td>F</td>
</tr>
<tr>
<td>Managers</td>
<td>Full-time permanent</td>
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<td>406</td>
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<td></td>
<td>Part-time permanent</td>
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<td>0</td>
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<td>Professionals</td>
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<td>1,891</td>
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<td>Casual</td>
<td>10</td>
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<td>0</td>
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<tr>
<td>Clerical And Administrative Workers</td>
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<td>6</td>
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<tr>
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<td>Part-time permanent</td>
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<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>36</td>
<td>39</td>
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<td>Sales Workers</td>
<td>Full-time permanent</td>
<td>8</td>
<td>17</td>
<td>0</td>
</tr>
</tbody>
</table>

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary
<table>
<thead>
<tr>
<th>Manager category</th>
<th>Employment status</th>
<th>F</th>
<th>M</th>
<th>Total*</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO</td>
<td>Full-time permanent</td>
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<td>2</td>
<td>2</td>
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<tr>
<td>KMP</td>
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<td>23</td>
<td>37</td>
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<td></td>
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<td>0</td>
<td>1</td>
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<tr>
<td>SM</td>
<td>Full-time permanent</td>
<td>15</td>
<td>45</td>
<td>60</td>
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<tr>
<td>OM</td>
<td>Full-time permanent</td>
<td>133</td>
<td>336</td>
<td>470</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>4</td>
<td>3</td>
<td>7</td>
</tr>
</tbody>
</table>

* Total employees includes Non-binary
### Workforce Management Statistics Table

**Industry:** Computer System Design and Related Services

<table>
<thead>
<tr>
<th>Question</th>
<th>Contract Type</th>
<th>Employment Type</th>
<th>Manager Category</th>
<th>Female</th>
<th>Male</th>
<th>Total*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. How many employees were promoted?</td>
<td>Full-time</td>
<td>Permanent</td>
<td>CEO, KMPs, and HOBs</td>
<td>5</td>
<td>7</td>
<td>12</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Managers</td>
<td>17</td>
<td>45</td>
<td>62</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Non-managers</td>
<td>141</td>
<td>252</td>
<td>393</td>
</tr>
<tr>
<td></td>
<td>Part-time</td>
<td>Permanent</td>
<td>Non-managers</td>
<td>3</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>3. How many employees (including partners with an employment contract) were externally appointed?</td>
<td>Full-time</td>
<td>Permanent</td>
<td>CEO, KMPs, and HOBs</td>
<td>1</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td></td>
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<td></td>
<td>Managers</td>
<td>29</td>
<td>51</td>
<td>80</td>
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<td></td>
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<td>Non-managers</td>
<td>273</td>
<td>522</td>
<td>796</td>
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<tr>
<td></td>
<td>Fixed-Term Contract</td>
<td>Non-managers</td>
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<td>Permanent</td>
<td>Non-managers</td>
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<tr>
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<td>Non-managers</td>
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<tr>
<td></td>
<td>N/A</td>
<td>Casual</td>
<td>Non-managers</td>
<td>78</td>
<td>88</td>
<td>166</td>
</tr>
</tbody>
</table>

* Total employees includes Non-binary
## Workforce Management Statistics Table

**Industry:** Computer System Design and Related Services

<table>
<thead>
<tr>
<th>Question</th>
<th>Contract Type</th>
<th>Employment Type</th>
<th>Manager Category</th>
<th>Female</th>
<th>Male</th>
<th>Total*</th>
</tr>
</thead>
<tbody>
<tr>
<td>4. How many employees (including partners with an employment contract) voluntarily resigned?</td>
<td>Full-time</td>
<td>Permanent</td>
<td>CEO, KMPs, and HOBs</td>
<td>2</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Managers</td>
<td>4</td>
<td>16</td>
<td>20</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Non-managers</td>
<td>38</td>
<td>96</td>
<td>134</td>
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<tr>
<td></td>
<td>Fixed-Term Contract</td>
<td>Non-managers</td>
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<td>1</td>
<td>4</td>
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<td></td>
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<td>Permanent</td>
<td>Non-managers</td>
<td>3</td>
<td>5</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>N/A</td>
<td>Casual</td>
<td>Non-managers</td>
<td>66</td>
<td>81</td>
<td>147</td>
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<tr>
<td>5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?</td>
<td>Full-time</td>
<td>Permanent</td>
<td>CEO, KMPs, and HOBs</td>
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<tr>
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<td></td>
<td></td>
<td>Non-managers</td>
<td>57</td>
<td>179</td>
<td>236</td>
</tr>
</tbody>
</table>

* Total employees includes Non-binary
Workforce Management Statistics Table

* Total employees includes Non-binary