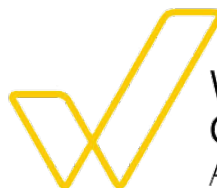




Australian Government



Workplace
Gender Equality
Agency



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.

Key performance indicators for managers relating to gender equality: No

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesStrategy

4. 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:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	3	7	0

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?

NoOther

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 IndustryBenchmark 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

Date Created: 05-07-2023

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

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.

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?

Date Created: 05-07-2023

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:Atlassians 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 many days are provided? 10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details:Atlassians 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

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	162	406	0	0	569
	Part-time permanent	5	3	0	0	8
Professionals	Full-time permanent	824	1,891	0	0	2,720
	Part-time permanent	25	19	0	0	44
	Casual	10	4	0	0	14
Clerical And Administrative Workers	Full-time permanent	7	6	0	0	13
	Part-time permanent	3	0	0	0	3
	Casual	36	39	0	0	75
Sales Workers	Full-time permanent	8	17	0	0	25

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Computer System Design and Related Services

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	2	2
KMP	Full-time permanent	14	23	37
	Part-time permanent	1	0	1
SM	Full-time permanent	15	45	60
OM	Full-time permanent	133	336	470
	Part-time permanent	4	3	7

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	5	7	12
			Managers	17	45	62
			Non-managers	141	252	393
	Part-time	Permanent	Non-managers	3	2	5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	3	4
			Managers	29	51	80
			Non-managers	273	522	796
		Fixed-Term Contract	Non-managers	14	5	19
	Part-time	Permanent	Non-managers	6	2	8
		Fixed-Term Contract	Non-managers	2		2
	N/A	Casual	Non-managers	78	88	166

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs		2	2
			Managers	4	16	20
			Non-managers	38	96	134
		Fixed-Term Contract	Non-managers	3	1	4
	Part-time	Permanent	Non-managers	3	5	8
	N/A	Casual	Non-managers	66	81	147
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	17	28	45
			Non-managers	57	179	236

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary