



**Qantas Airways Limited**  
**ACN 009 661 901**

**2013 Public Report**  
**under the *Workplace Gender Equality Act 2012***  
**(Cth)**

**31 May 2013**

# Organisational Details Cover Sheet

(This information is confidential and will be removed from any Public Report)

## 1. Organisation's details

<b>Legal name of your organisation:</b> (if changed since last report, complete Section 2 below)	Qantas Airways Limited				
<b>Trading name (if applicable):</b>	N/a				
<b>Total no. of employees:</b>	34,412	<b>ABN:</b>	16 009 661 901		
<b>ASX Codes for organisations listed on Australian Securities Exchange:</b>	QAN				
<b>ANZSIC Code AND industry description:</b> (refer <a href="http://www.abs.gov.au">www.abs.gov.au</a> ):				<b>Is your organisation a not-for-profit? Y/N</b>	N
<b>Postal address:</b>	Building D, 10 Bourke Road, Mascot		<b>State:</b>	NSW	<b>Postcode:</b> 2020
	<b>Switchboard No:</b>	(02) 9691 3636	<b>Facsimile No:</b>	(02) 9691 3277	
<b>Physical address:</b>	Building D, 10 Bourke Road, Mascot		<b>State:</b>	NSW	<b>Postcode:</b> 2020

## 2. Confirm your organisation's hierarchy details by completing below

<b>Name of the ultimate AUSTRALIAN Parent Company for your organisation/s?</b>	Qantas Airways Limited				
<b>List ALL organisations covered in this Report:</b> (if too many to list here, please attach a separate document):	Please refer to Attachment A				
<b>Have there been changes to ANY of your organisations since your last report? (If yes, detail below):</b>			<b>YES</b>	<input checked="" type="checkbox"/>	<b>NO</b>
<b>Reason For Change</b>	<b>Previous Org Name</b>	<b>New (Current) Org Name</b>			
<b>a) Change of Name:</b>	Please refer to Attachment A				
<b>b) Sold:</b>	<b>Org Name</b>	<b>Name &amp; Contact Details of New Owner</b>			
	Please refer to Attachment A		Please refer to Attachment A		
<b>c) Ceased Trading:</b>	<b>Org Name</b>				
	Please refer to Attachment A				

## 3. Contact information

	CEO Details	Report Contact Details
<b>Title (eg Ms, Mr, Dr etc):</b>		Mrs
<b>Family Name:</b>		Curtin
<b>First Name:</b>		Gabrielle
<b>Job Title:</b>		Executive Manager, Group Organisation Development
<b>Telephone:</b>		(02) 9691 3235
<b>Facsimile:</b>		(02) 9691 0848
<b>E-mail Address (or PA for CEO):</b>		<a href="mailto:gabriellecurtin@qantas.com.au">gabriellecurtin@qantas.com.au</a>
<b>Postal Address (if different to above):</b>		

WGEA may send your company non-reporting related material from other organisations for the sole purpose of notifying you of relevant gender equality information such as lectures, events, programs or publications. If you DO NOT want WGEA to send your Report Contact or CEO this information please advise WGEA by email at [wgea@wgea.gov.au](mailto:wgea@wgea.gov.au) or by phone on (02) 9432 7000.

## Requirement 1: Workplace profile

For reference purposes, the following 'Designator Levels' are used when referring to positions and levels within the Qantas Group.

Board: Members of the Qantas Airways Limited Board (Board)  
 Level 1: Chief Executive Officer  
 Level 2: Executive Committee  
 Level 3: Executive Manager  
 Level 4: Head of Department/Senior Manager  
 Level 5: Manager (a manager of people or manager of a function)  
 Level 6: Coordinator/Supervisor (non-management position, with people supervisory tasks)  
 Level 7: Team Member (performs as a team member or as an individual contributor)

Unless otherwise stated, the statistics provided in this report are based on the reporting period of 1 April 2012 to 31 March 2013 and includes the following:

- Qantas Airways Limited and its wholly and majority owned subsidiary companies
- Full-time, Part-time, and Casual employees
- Permanent employees, Contractors and Temporary employees
- Staff on both active and non-active assignments (staff on leave without pay, disability and long-term sick leave, parental leave)
- The Board, as the governing body of the Qantas Group

Level	Women		Men		Casual		Extended Leave		Total	% Women	% Men
	Full time	Part time	Full time	Part time	Women	Men	Women	Men			
<b>Board</b>	2	-	7	-	-	-	-	-	9	22%	78%
<b>1</b>	-	-	1	-	-	-	-	-	1	0%	100%
<b>2</b>	3	-	4	-	-	-	-	-	7	43%	57%
<b>3</b>	19	-	43	-	-	-	-	-	62	31%	69%
<b>4</b>	102	20	300	-	-	-	9	2	433	30%	70%
<b>5</b>	468	69	1458	3	-	8	22	26	2054	27%	73%
<b>6</b>	1865	279	5739	106	168	90	147	163	8557	29%	71%
<b>7</b>	7032	2861	9792	1835	538	387	722	131	23298	48%	52%
<b>Total:</b>	<b>9491</b>	<b>3229</b>	<b>17344</b>	<b>1944</b>	<b>706</b>	<b>485</b>	<b>900</b>	<b>322</b>	<b>34421</b>	<b>42%</b>	<b>58%</b>

## Requirement 2: Notification and access requirements

Notification and access requirements come into effect from the 2012-13 reporting period. A relevant employer must:

**1. inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the report may be accessed**

As soon as reasonably practicable after lodging a report, a relevant employer must inform employees and any members or shareholders that the report has been lodged with the Agency and how the report may be accessed.

This notification to employees could occur through the employer's normal means of communication with employees, including employee newsletters, workplace meetings and any other appropriate existing consultative means. The method used must ensure that the information concerning the relevant employer's report is transmitted widely to all employees.

In the case of shareholders of a public company, given there may be more limited opportunities to communicate with them, this notification could occur, for example, in the next available annual report and on an employer's website.

**2. provide access to the report to employees and members or shareholders**

As soon as reasonably practicable after lodging a report, a relevant employer must provide its employees and members or shareholders with access to the report (excluding personal information, details on remuneration and other information that may be specified by the Minister).

Employers could fulfil this requirement by ensuring employees are clearly provided with, for example, a link to a website or intranet where a copy of the report could be downloaded, or a hard copy of the report.

**3. inform employee organisations with members in its workplace that the report has been lodged**

Within seven days of lodging a report, a relevant employer must take all reasonable steps to inform each employee organisation, which has members who are employees of that employer, that its report has been lodged with the Agency.

This requirement does not mean an intensive effort is required by employers to identify all possible employee organisations. Rather, employers must notify employee organisations they could reasonably be expected to know about. This would include an employee organisation that was a party to an enterprise agreement or an employee organisation to which membership fees are paid by payroll deductions.

**4. inform its employees and those employee organisations with members in its workplace of the opportunity to comment on the report to the employer or the Agency**

When informing employees or employee organisations that have members in its workplace that a report has been lodged, a relevant employer must advise them that comments on the report may be given to the relevant employer or to the Agency.

There is no time restriction on when comments can be provided. However, comments provided to the relevant employer or the Agency, during the 28 days after a report has been submitted, will allow for those comments to be taken into account by the employer in providing additional information to the Agency, and by the Agency in requesting additional information to assist in assessing compliance with the WGE Act.

Please indicate that you will be meeting the above **notification and access requirements**, by placing an 'X' in the box to the right.

X

## **Attachment A**

### **Qantas Airways Limited Group Entities** **As at 29 April 2013**

#### **Qantas Group Controlled Entities**

Controlled Entities	ACN/ABN/ Company number	Country of Incorporation	Qantas Group Ownership Interest	
			Current (%)	30 June 2012 (%)
738 Leasing 1 Pty Limited	33 099 119 641	Australia	100	100
738 Leasing 2 Pty Limited	71 099 119 801	Australia	100	100
AAL Aviation Limited	83 008 642 886	Australia	100	100
AAFE Superannuation Pty Limited <sup>1</sup>	064 186 214	Australia	-	100
TAA Superannuation Pty. Ltd. <sup>1</sup>	065 318 461	Australia	-	100
Australian Regional Airlines Pty. Ltd.	25 006 783 633	Australia	100	100
Regional Airlines Charter Pty Limited	21 147 543 806	Australia	100	100
Network Aviation Pty Ltd	082 007 350	Australia	100	100
The Network Trust		N/a	100	100
Network Aviation Holdings Pty Ltd	081 505 008	Australia	100	100
The Network Holding Trust		N/a	100	100
Network Holding Investments Pty Ltd	110 179 818	Australia	100	100
Network Turbine Solutions Pty Ltd	20 110 180 008	Australia	100	100
Osnet Jets Pty Ltd	99 128 559 419	Australia	100	100
Sunstate Airlines (Qld) Pty. Limited	82 009 734 703	Australia	100	100
Southern Australia Airlines Pty Ltd	38 006 604 217	Australia	100	100
Airlink Pty Limited	76 010 812 316	Australia	100	100
Eastern Australia Airlines Pty. Limited	77 001 599 024	Australia	100	100
Impulse Airlines Holdings Proprietary Limited	67 090 590 024	Australia	100	100
Impulse Airlines Australia Pty Ltd	17 090 379 285	Australia	100	100
Jetstar Airways Pty Limited	33 069 720 243	Australia	100	100
Jetstar Airways Limited		New Zealand	100	100
Jetstar Group Pty Limited	64 003 901 353	Australia	100	100
Jetstar Holidays Co. Ltd.		Japan	100	100
First Brisbane Airport Proprietary Limited	60 006 912 116	Australia	100	100
Second Brisbane Airport Proprietary Limited	49 006 912 072	Australia	100	100
First Brisbane Airport Unit Trust		N/a	100	100
Second Brisbane Airport Unit Trust		N/a	100	100
TAA Aviation Pty. Ltd.	17 008 596 825	Australia	100	100
In Tours Airline Unit Trust No 1		N/a	100	100
Australian Airlines Limited	85 099 625 304	Australia	100	100
Jetstar Services Pty Limited <sup>2</sup>	19 107 638 326	Australia	100	100
Hooroo Pty Limited <sup>3</sup>	32 152 774 457	Australia	100	100
Jetconnect Limited		New Zealand	100	100
Jetstar Asia Holdings Pty Limited	86 108 623 123	Australia	100	100
Newstar Investment Holdings Pte. Ltd.		Singapore	49	49
Orangestar Investment Holdings Pte. Ltd.		Singapore	49	49
Jetstar Asia Airways Pte. Ltd.		Singapore	49	49
Valuair Limited		Singapore	49	49

<sup>1</sup> This company was deregistered on 30 January 2013.

<sup>2</sup> Express Ground Handling Pty Limited changed its name to Jetstar Services Pty Limited on 21 February 2012.

<sup>3</sup> J. Stay Pty. Limited changed its name to HOOROO Pty Limited on 11 July 2012.

### **Qantas Group Controlled Entities (continued)**

Controlled Entities	ACN/ABN/ Company number	Country of Incorporation	Qantas Group Ownership Interest	
			Current (%)	30 June 2012 (%)
Jetstar International Group Australia Pty Limited	17 152 774 395	Australia	100	100
Jetstar International Group Holdings Co. Limited <sup>4</sup>	1722639	Hong Kong	100	100
Jetstar Regional Services Pte. Ltd. <sup>5</sup>	201229688K	Singapore	100	-
Jetstar International Group Japan Co., Ltd		Japan	100	100
Jetstar Leasing Pty Limited	81 138 783 169	Australia	100	100
Q H Tours Ltd	81 001 262 433	Australia	100	100
Holiday Tours & Travel Pte. Ltd.		Singapore	75	75
H Travel Sdn Bhd		Malaysia	75	75
Holiday Tours & Travel Limited		Hong Kong	75	75
Holiday Tours & Travel Ltd		Taiwan	75	75
Holiday Tours & Travel (Korea) Limited		Korea	56.25	56.25
Holiday Tours & Travel (Singapore) Pte. Ltd.		Singapore	75	75
PT Pacto Holiday Tours		Indonesia	52.5	52.5
PT Biro Perjalanan Wisata Tour East Indonesia		Indonesia	60	60
Tour East (2009) Sdn Bhd		Malaysia	75	75
Tour East Australia Pty Limited	87 106 526 096	Australia	75	75
Tour East (Hong Kong) Limited		Hong Kong	75	75
Hangda Ticket Agent (Shanghai) Co. Ltd		China	75	75
Tour East Singapore (1996) Pte Ltd		Singapore	75	75
QH International Co. Limited.		Japan	100	100
Jetabout Japan, Inc.		Japan	100	100
QH Tours (UK) Limited		UK	100	100
Qantas Viva! Holidays Pty Limited	82 003 857 332	Australia	100	100
Qantas Asia Investment Company Pty Ltd	26 125 048 044	Australia	100	100
Qantas Asia Investment Company (Singapore) Pte. Ltd.		Singapore	100	100
Qantas Cabin Crew (UK) Limited		UK	100	100
Qantas Catering Group Limited	34 003 836 440	Australia	100	100
Q Catering Limited	35 003 530 685	Australia	100	100
Q Catering Cairns Pty Limited <sup>6</sup>	51 008 646 302	Australia	-	100
Q Catering Riverside Pty Limited <sup>6</sup>	37 062 648 140	Australia	-	100
Airport Infrastructure Finance Pty Limited <sup>6</sup>	14 011 071 248	Australia	-	100
Qantas Defence Services Pty Limited	53 090 673 466	Australia	100	100
Qantas Airways Domestic Pty Limited <sup>7</sup>	52 123 140 152	Australia	100	100
Qantas Domestic Pty Limited	21 134 556 255	Australia	100	100
Qantas Freight Enterprises Limited	55 128 862 108	Australia	100	100
Express Freighters Australia Pty Limited	73 003 613 465	Australia	100	100
Australian Air Express Pty Ltd <sup>8</sup>	74 054 307 336	Australia	100	-
Express Freighters Australia (Operations) Pty Limited	54 119 093 999	Australia	100	100
Qantas Road Express Pty Limited	56 130 392 111	Australia	100	100
Qantas Courier Limited	32 003 890 328	Australia	100	100

<sup>4</sup> This company was incorporated on 2 April 2012.

<sup>5</sup> This company was incorporated on 4 December 2012.

<sup>6</sup> This company was divested by the Qantas Group on 31 October 2012.

<sup>7</sup> Aerial Operations Services Pty Limited changed its name to Qantas Airways Domestic Pty Limited on 24 December 2012. Qantas Airways Limited acquired 100 per cent interest in this company from Qantas Defence Services Pty Limited on 5 February 2013.

<sup>8</sup> Express Freighters Australia Pty Limited acquired 100 per cent of this company on 13 November 2012.

### **Qantas Group Controlled Entities (continued)**

Controlled Entities	ACN/ABN/ Company number	Country of Incorporation	Qantas Group Ownership Interest	
			Current (%)	30 June 2012 (%)
Qantas Foundation Trustee Limited	130 129 449	Australia	100	100
Qantas Frequent Flyer Limited	12 129 456 908	Australia	100	100
Wishlist Holdings Limited	38 085 529 979	Australia	100	100
Loyalty Magic Pty Ltd	51 075 350 239	Australia	100	100
Qantas Frequent Flyer Operations Pty Limited	22 132 484 210	Australia	100	100
Qantas Ground Services Pty Limited	43 137 771 692	Australia	100	100
Qantas Group Flight Training Pty Limited	29 128 258 104	Australia	100	100
Qantas Group Flight Training (Australia) Pty Limited	45 128 258 677	Australia	100	100
Qantas Information Technology Ltd	99 000 005 372	Australia	100	100
Qantas Superannuation Limited	47 003 806 960	Australia	100	100
QF 738 Leasing 5 Pty Limited	75 100 511 706	Australia	100	100
QF 738 Leasing 6 Pty Limited	83 100 511 742	Australia	100	100
QF 744 Leasing 3 Pty Limited	18 100 511 466	Australia	100	100
QF 744 Leasing 4 Pty Limited	24 100 511 493	Australia	100	100
QF A332 Leasing 1 Pty Limited	11 100 511 813	Australia	100	100
QF A332 Leasing 2 Pty Limited	13 100 511 886	Australia	100	100
QF A332 Leasing 3 Pty Limited	86 100 510 503	Australia	100	100
QF A332 Leasing 4 Pty Limited	84 100 510 558	Australia	100	100
QF A333 Leasing 3 Pty Limited	50 100 510 352	Australia	100	100
QF A333 Leasing 4 Pty Limited	44 100 510 389	Australia	100	100
QF A388 Leasing 1 Pty Limited <sup>9</sup>	62 100 510 843	Australia	-	100
QF A388 Leasing 2 Pty Limited	66 100 510 861	Australia	-	100
QF B738 2011 No.1 Pty Limited	76 151 556 393	Australia	100	100
QF B738 2011 No.2 Pty Limited	95 151 556 473	Australia	100	100
QF B738 2011 No.3 Pty Limited	97 151 556 482	Australia	100	100
QF B738 2011 No.4 Pty Limited	23 151 556 544	Australia	100	100
QF B738 2011 No.5 Pty Limited	27 151 556 562	Australia	100	100
QF BNP 2008-1 Pty Limited	25 132 252 174	Australia	100	100
QF BNP 2008-2 Pty Limited	17 132 252 138	Australia	100	100
QF BOC 2008-1 Pty Limited	22 100 510 674	Australia	100	100
QF BOC 2008-2 Pty Limited	35 100 510 727	Australia	100	100
QF Cabin Crew Australia Pty Limited	46 128 382 105	Australia	100	100
QF Calyon 2009-1 Pty Limited	23 135 258 534	Australia	100	100
QF Calyon 2009-2 Pty Limited	12 135 258 490	Australia	100	100
QF Dash 8 Leasing No. 2 Pty Limited	44 134 259 957	Australia	100	100
QF Dash 8 Leasing No. 3 Pty Limited	48 134 259 975	Australia	100	100
QF Dash 8 Leasing No. 4 Pty Limited	91 135 258 445	Australia	100	100
QF Dash 8 Leasing No. 5 Pty Limited	31 149 204 713	Australia	100	100
QF ECA 2008-1 Pty Limited	71 133 356 475	Australia	100	100
QF ECA 2008-2 Pty Limited	73 133 356 420	Australia	100	100
QF ECA A380 2010 No.1 Pty Limited	14 145 079 312	Australia	100	100
QF ECA A380 2010 No.2 Pty Limited	78 145 079 205	Australia	100	100
QF ECA A380 2010 No.3 Pty Limited	61 145 079 134	Australia	100	100
QF ECA A380 2010 No.4 Pty Limited	42 145 079 054	Australia	100	100
QF ECA A380 2011 No.1 Pty Limited	11 145 078 931	Australia	100	100
QF ECA A380 2011 No.2 Pty Limited	19 146 437 774	Australia	100	100

<sup>9</sup> This company was deregistered on 30 January 2013.

**Qantas Group Controlled Entities (continued)**

Controlled Entities	ACN/ABN/ Company number	Country of Incorporation	Qantas Group Ownership Interest	
			Current (%)	30 June 2012 (%)
Snap Fresh Pty Limited	55 092 536 475	Australia	100	100
Southern Cross Insurances Pte Limited		Singapore	100	100
Travel Software Solutions Pty Limited	36 005 407 465	Australia	100	100

## **Attachment A**

### **Qantas Airways Limited Group Entities** **As at 29 April 2013**

#### **New Owner's Details for Divested Entities**

<b>Controlled Entity Divested by the Qantas Group</b>	<b>Name of Purchaser</b>	<b>Contact Details of Purchaser</b>
Q Catering Cairns Pty Limited	Gate Gourmet (Holdings) Pty Ltd	ABN: 59 004 122 892 Address: 263 King Street, Mascot, NSW, 2020 Facsimile: (02) 8337 1318
Q Catering Riverside Pty Limited	Gate Gourmet (Holdings) Pty Ltd	ABN: 59 004 122 892 Address: 263 King Street, Mascot, NSW, 2020 Facsimile: (02) 8337 1318
Airport Infrastructure Finance Pty Limited	Gate Gourmet (Holdings) Pty Ltd	ABN: 59 004 122 892 Address: 263 King Street, Mascot, NSW, 2020 Facsimile: (02) 8337 1318