



GPO Box 4917  
Sydney NSW 2001  
[www.wgea.gov.au](http://www.wgea.gov.au)  
ABN 47 641 643 874

11 August 2023

## CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that City Chic Collective Limited (ABN: 43057569169) is **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2022-23 reporting period.

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.

A handwritten signature in black ink that reads "Mary Wooldridge".

Mary Wooldridge  
Chief Executive Officer

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	2	1	3
			Non-managers	34	1	35
		Fixed-Term Contract	Non-managers	15		15
	Part-time	Permanent	Non-managers	9		9
		Fixed-Term Contract	Non-managers	6		6
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	34	1
Fixed-Term Contract			Non-managers	4		4
Part-time		Permanent	Non-managers	7		7
N/A		Casual	Non-managers	26		26
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers	30	6	36
		Fixed-Term Contract	Non-managers	2		2
	Part-time	Permanent	Non-managers	4		4
	N/A	Casual	Non-managers	317		321

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

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	Managers	7		7
			Non-managers	61	3	64
		Fixed-Term Contract	Non-managers	8		8
	Part-time	Permanent	Non-managers	22		22
			Fixed-Term Contract	Non-managers	7	
	N/A	Casual	Non-managers	241		245
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	3		3
			Non-managers	10		10
	Part-time	Permanent	Non-managers	7		7
	N/A	Casual	Non-managers	15		15

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	2	2
	Part-time	Permanent	Non-managers	2	2

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Other Store-Based Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	37	15	0	0	52
	Full-time contract	1	0	0	0	1
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	67	11	0	0	78
	Full-time contract	3	0	0	0	3
	Part-time permanent	6	1	0	0	7
	Casual	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	10	0	0	0	10
	Casual	3	0	0	0	3
Sales Workers	Full-time permanent	74	0	0	0	74
	Full-time contract	16	0	0	0	16
	Part-time permanent	44	0	0	0	44
	Part-time contract	23	0	0	0	23
	Casual	327	0	0	0	329

\* Categorized 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: Other Store-Based Retailing

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	1	2
GM	Full-time permanent	12	4	16
OM	Full-time permanent	24	9	33
	Full-time contract	1	0	1
	Part-time permanent	2	0	2

\* Total employees includes Non-binary