

BAE Systems Australia Limited
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BAE SYSTEMS

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Edinburgh Parks
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PO Box 1068
SALISBURY SA 5108 Australia

17 July 2020

ACT Human Rights Commission
Level 4
12 Moore Street
CANBERRA ACT 2601

Dear Sir / Madam

Discrimination Exemption 2017 (No.1) – BAE Systems Australia Limited (“Company”)

We refer to the Discrimination Exemption 2017 (No. 1) dated 4 July 2017 granted by the ACT Discrimination Commissioner (“Order”).

The Order identifies a number of conditions to the exemption granted in favour of the Company. These include a condition that the Company report in writing on issues of compliance to the ACT Human Rights Commission every six months after the commencement of the exemption. The purpose of this letter is to satisfy such requirement.

This report is for the period 15 January 2020 to 14 July 2020 (“Reporting Period”).

All relevant personnel have been informed of the exemption conditions and procedures have been established to ensure ongoing compliance with the exemption conditions.

The Company has in place a number of policies that address issues of equal opportunity and discrimination. These policies refer to the terms and conditions of the exemption and make it clear that the purpose of requiring information regarding nationality is solely to enable compliance with security requirements.

As part of the Company’s induction procedure, relevant personnel are informed of issues arising out of the exemption. In addition, all personnel have undertaken training in the roll out of the Company’s global Code of Conduct, which Code reinforces the Company’s position on issues such as discrimination. This training is regularly refreshed and delivered as mandated training to all employees.

The Company has established a procedure to ensure ongoing compliance audits occur at regular intervals.

No badges or security passes which identify a person’s nationality have been issued during the Reporting Period.

All information relating to security passes and security clearance levels has been restricted to the Manager of Security and their properly appointed nominees on a “need to know” basis. All information relating to access to controlled material or controlled information has been restricted to the Security Officer and Assistant Security Officer and their properly appointed nominees on a “need to know” basis.

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There has been no complaints made under the *ACT Civil and Administrative Tribunal Act 2008* during the Reporting Period.

In relation to condition 8(b) of the Order:

There were 7 vacancies advertised under the exemption during the Reporting Period.

No applications to join the Company's Australian Capital Territory workforce have been rejected under the exemption during the Reporting Period.

No members of the Company's Australian Capital Territory workforce have been moved to other projects, areas of facilities under the exemption during the Reporting Period

If you have any queries in relation to this report please contact [REDACTED].

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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20 January 2021

ACT Human Rights Commission
Level 4
12 Moore Street
CANBERRA ACT 2601

Dear Sir / Madam

Discrimination Exemption 2020 (No.1) – BAE Systems Australia Limited (“Company”)

We refer to the Discrimination Exemption 2020 (No. 1) dated 2 July 2020 granted by the ACT Discrimination Commissioner (“Order”).

The Order identifies a number of conditions to the exemption granted in favour of the Company. These include a condition that the Company report in writing on issues of compliance to the ACT Human Rights Commission every six months after the commencement of the exemption. The purpose of this letter is to satisfy such requirement.

This report is for the period 15 July 2020 to 14 January 2021 (“Reporting Period”).

All relevant personnel have been informed of the exemption conditions and procedures have been established to ensure ongoing compliance with the exemption conditions.

The Company has in place a number of policies that address issues of equal opportunity and discrimination. These policies refer to the terms and conditions of the exemption and make it clear that the purpose of requiring information regarding nationality is solely to enable compliance with security requirements.

As part of the Company’s induction procedure, relevant personnel are informed of issues arising out of the exemption. In addition, all personnel have undertaken training in the roll out of the Company’s global Code of Conduct, which Code reinforces the Company’s position on issues such as discrimination. This training is regularly refreshed and delivered as mandated training to all employees.

The Company has established a procedure to ensure ongoing compliance audits occur at regular intervals.

No badges or security passes which identify a person’s nationality have been issued during the Reporting Period.

All information relating to security passes and security clearance levels has been restricted to the Manager of Security and their properly appointed nominees on a “need to know” basis. All information relating to access to controlled material or controlled information has been restricted to the Security Officer and Assistant Security Officer and their properly appointed nominees on a “need to know” basis.

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There has been no complaints made under the *ACT Civil and Administrative Tribunal Act 2008* during the Reporting Period.

In relation to condition 8(b) of the Order:

There was 1 vacancy advertised under the exemption during the Reporting Period.

No applications to join the Company's Australian Capital Territory workforce have been rejected under the exemption during the Reporting Period.

No members of the Company's Australian Capital Territory workforce have been moved to other projects, areas of facilities under the exemption during the Reporting Period.

If you have any queries in relation to this report please contact [REDACTED].

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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BAE SYSTEMS

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03 February 2022

ACT Human Rights Commission
Level 4
12 Moore Street
CANBERRA ACT 2601

Dear Sir / Madam

Discrimination Exemption 2020 (No.1) – BAE Systems Australia Limited (“Company”)

We refer to the Discrimination Exemption 2020 (No. 1) dated 2 July 2020 granted by the ACT Discrimination Commissioner (“Order”).

The Order identifies a number of conditions to the exemption granted in favour of the Company. These include a condition that the Company report in writing on issues of compliance to the ACT Human Rights Commission every six months after the commencement of the exemption. The purpose of this letter is to satisfy such requirement.

Regretfully, the report for the period 15 January 2021 to 14 July 2021 has not been issued due to an administrative error. Accordingly, this report covers two reporting periods, spanning 15 January 2021 to 14 January 2022 (“Reporting Period”).

All relevant personnel have been informed of the exemption conditions and procedures have been established to ensure ongoing compliance with the exemption conditions.

The Company has in place a number of policies that address issues of equal opportunity and discrimination. These policies refer to the terms and conditions of the exemption and make it clear that the purpose of requiring information regarding nationality is solely to enable compliance with security requirements.

As part of the Company’s induction procedure, relevant personnel are informed of issues arising out of the exemption. In addition, all personnel have undertaken training in the roll out of the Company’s global Code of Conduct, which Code reinforces the Company’s position on issues such as discrimination. This training is regularly refreshed and delivered as mandated training to all employees.

The Company has established a procedure to ensure ongoing compliance with the Order.

No badges or security passes which identify a person’s nationality have been issued during the Reporting Period.

All information relating to security passes and security clearance levels has been restricted to the Manager of Security and their properly appointed nominees on a “need to know” basis. All information relating to access to controlled material or controlled information has been restricted to the Security Officer and Assistant Security Officer and their properly appointed nominees on a “need to know” basis.

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There has been no complaints made under the *ACT Civil and Administrative Tribunal Act 2008* during the Reporting Period.

In relation to condition 8(b) of the Order:

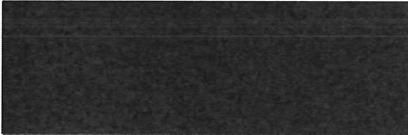
There were 11 vacancies advertised under the exemption during the Reporting Period.

No applications to join the Company's Australian Capital Territory workforce have been rejected under the exemption during the Reporting Period.

No members of the Company's Australian Capital Territory workforce have been moved to other projects, areas of facilities under the exemption during the Reporting Period.

If you have any queries in relation to this report please contact 

Kind Regards



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1 July 2022

ACT Human Rights Commission
Allara House
56 Allara Street
GPO Box 158
CANBERRA ACT 2601

Dear Sir / Madam

Discrimination Exemption 2020 (No. 1) – BAE Systems Australia Limited (“Company”)

We refer to the Discrimination Exemption 2020 (No. 1) dated 2 July 2020 granted by the ACT Discrimination Commissioner (“Order”).

The Order identifies a number of conditions to the exemption granted in favour of the Company. These include a condition that the Company report in writing on issues of compliance to the ACT Human Rights Commission every six months after the commencement of the exemption. The purpose of this letter is to satisfy such requirement.

This report is for the period 15 January 2022 to 14 July 2022 (“Reporting Period”).

All relevant personnel have been informed of the exemption conditions and procedures have been established to ensure ongoing compliance with the exemption conditions.

The Company has in place a number of policies that address issues of equal opportunity and discrimination. These policies refer to the terms and conditions of the exemption and make it clear that the purpose of requiring information regarding nationality is solely to enable compliance with security requirements.

As part of the Company's induction procedure, relevant personnel are informed of issues arising out of the exemption. In addition, all personnel have undertaken training in the roll out of the Company's global Code of Conduct, which Code reinforces the Company's position on issues such as discrimination. This training is regularly refreshed and delivered as mandated training to all employees.

Information is readily available on the Company's intranet, and in addition, on internal and external careers websites.

The Company has established a procedure to ensure ongoing compliance audits occur at regular intervals.

No badges or security passes which identify a person's nationality have been issued during the Reporting Period.

All information relating to security passes and security clearance levels has been restricted to the Manager of Security and their properly appointed nominees on a "need to know" basis. All information relating to access to controlled material or controlled information has been restricted to the Security Officer and Assistant Security Officer and their properly appointed nominees on a "need to know" basis.

There has been no complaints made under the *ACT Civil and Administrative Tribunal Act 2008* during the Reporting Period.

In relation to condition 8(b) of the Order:

There were 3 vacancies advertised under the exemption during the Reporting Period.

No applications to join the Company's Australian Capital Territory workforce have been rejected under the exemption during the Reporting Period.

No members of the Company's Australian Capital Territory workforce have been moved to other projects, areas of facilities under the exemption during the Reporting Period.

If you have any queries in relation to this report please contact the undersigned.

Kind Regards



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19 December 2022

ACT Human Rights Commission
Allara House
56 Allara Street
GPO Box 158
CANBERRA ACT 2601

Dear Sir / Madam

Discrimination Exemption 2020 (No. 1) – BAE Systems Australia Limited (“Company”)

We refer to the Discrimination Exemption 2020 (No. 1) dated 2 July 2020 granted by the ACT Discrimination Commissioner (“Order”).

The Order identifies a number of conditions to the exemption granted in favour of the Company. These include a condition that the Company report in writing on issues of compliance to the ACT Human Rights Commission every six months after the commencement of the exemption. The purpose of this letter is to satisfy such requirement.

This report is for the period 15 July 2022 to 14 January 2023 (“Reporting Period”).

All relevant personnel have been informed of the exemption conditions and procedures have been established to ensure ongoing compliance with the exemption conditions.

The Company has in place a number of policies that address issues of equal opportunity and discrimination. These policies refer to the terms and conditions of the exemption and make it clear that the purpose of requiring information regarding nationality is solely to enable compliance with security requirements.

As part of the Company's induction procedure, relevant personnel are informed of issues arising out of the exemption. In addition, all personnel have undertaken training in the roll out of the Company's global Code of Conduct, which Code reinforces the Company's position on issues such as discrimination. This training is regularly refreshed and delivered as mandated training to all employees.

Information on topics including the exemption and employees' rights is readily available on the Company's intranet, and in addition, on internal and external careers websites.

The Company has established a procedure to ensure ongoing compliance audits occur at regular intervals.

No badges or security passes which identify a person's nationality have been issued during the Reporting Period.

All information relating to security passes and security clearance levels has been restricted to the Manager of Security and their properly appointed nominees on a "need to know" basis. All information relating to access to controlled material or controlled information has been restricted to the Security Officer and Assistant Security Officer and their properly appointed nominees on a "need to know" basis.

There has been no complaints made under the *ACT Civil and Administrative Tribunal Act 2008* during the Reporting Period.

In relation to condition 8(b) of the Order:

There were 6 vacancies advertised under the exemption during the Reporting Period.

No applications to join the Company's Australian Capital Territory workforce have been rejected under the exemption during the Reporting Period.

No members of the Company's Australian Capital Territory workforce have been moved to other projects, areas of facilities under the exemption during the Reporting Period.

If you have any queries in relation to this report please contact the undersigned.

Kind Regards

