

# General Industry

Remuneration Report (Australia)

Participating organisations | November 2018



## Participating organisations

1. Abacus DX
2. Abbott Australasia Pty Ltd
3. ABBVIE
4. AC3
5. Accenture Australia Ltd
6. Accolade Wines
7. ACH Group
8. Achieve Australia Limited
9. Achmea Australia
10. A-dec Australia
11. Adshel Street Furniture
12. Aeris Resources Limited\*
13. Aftercare
14. Aged Care Plus
15. AGENA BIOSCIENCE
16. Agilent Technologies Australia Pty Ltd
17. AIA Australia Limited\*
18. AIG Australia Limited
19. Alcoa of Australia Limited
20. Alcon Australia
21. Alere
22. Align Technology
23. Alkane Resources Limited
24. Allambi Care
25. Allianz Australia Ltd
26. Alphapharm Pty Ltd
27. AMEC Foster Wheeler Australia Pty Ltd
28. AMGEN
29. Amnesty International Australia
30. AMP Services Limited
31. Anglicare SA Inc
32. AngloGold Ashanti Australasia Limited
33. ANL Container Line Pty Ltd
34. ANZ Banking Group Ltd
35. Aon Corporation Australia
36. APA Group
37. APN Outdoor
38. APOLLO ENDOSURGERY
39. APRA AMCOS
40. APT - Australian Pacific Touring Pty Ltd
41. Arab Bank Australia Ltd
42. Aristocrat Technologies Australia Pty Ltd
43. Arq Group
44. Arthur J. Gallagher\*
45. Arup Pty Ltd
46. Asahi Premium Beverages
47. ASG Group
48. Assetinsure
49. Asurion Australia Pty Ltd
50. ASX Group
51. Atlas Iron Limited
52. Aurecon Australia Pty Ltd
53. Aurelia Metals Ltd
54. Aurizon Operations Limited\*
55. Ausdrill Limited
56. AusGroup Limited
57. AusNet Services
58. Aussie
59. Austagencies Pty Ltd
60. Australia for UNHCR

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| 61. Australia Post   | 92. Beam Suntory                             |
| 62. Australian Military Bank   | 93. Beatons Creek Gold Pty Ltd*              |
| 63. Australian Motoring Services                                       | 94. Beca Pty Ltd                             |
| 64. Australian Nuclear Science and<br>Technology Organisation (ANSTO)* | 95. Beckman Coulter                          |
| 65. Australian Pharmaceutical Industries Ltd                           | 96. Bega Cheese Limited                      |
| 66. Australian Registry Services Pty Ltd                               | 97. BetEasy Pty Ltd                          |
| 67. Australian Reinsurance Pool<br>Corporation*                        | 98. BGC Contracting Pty Ltd                  |
| 68. Australian Scholarship Group                                       | 99. BGIS Pty Ltd*                            |
| 69. Australian Vintage Ltd   | 100. BHP Group Limited                       |
| 70. AustralianSuper Pty Ltd  | 101. Billabong Gold Pty Ltd*                 |
| 71. Autism Spectrum Australia (Aspect)                                 | 102. Biogen Idec*                            |
| 72. Auto & General Holdings Pty Ltd                                    | 103. BIOLEGEND*                              |
| 73. Automatic Data Processing (ADP)                                    | 104. Biomarin Pharmaceutical                 |
| 74. Avanade Australia Pty Ltd  | 105. Bionics Institute                       |
| 75. Avant Insurance Ltd  | 106. Bionomics Ltd                           |
| 76. AVID Property Group  | 107. Bioventus                               |
| 77. Axicom   | 108. Blackham Resources*                     |
| 78. Babcock Pty Ltd*   | 109. Bluestone                               |
| 79. Bacardi-Martini Australia  | 110. Boehringer Ingelheim Pty Ltd            |
| 80. BAE Systems Australia  | 111. BPAY Group                              |
| 81. Bain & Company   | 112. Bravura Solutions Ltd                   |
| 82. Bank of Sydney Ltd*  | 113. Brennan IT Pty Ltd                      |
| 83. Bapcare Limited  | 114. Bridge Housing Limited                  |
| 84. BaptistCare NSW & ACT  | 115. Broadcast Australia Pty Ltd             |
| 85. Bard Australia   | 116. Brookfield Properties Australia Pty Ltd |
| 86. Barmenco Limited   | 117. Brother International Aust Pty Ltd      |
| 87. Barnardos Australia  | 118. Brotherhood of St Laurence              |
| 88. Batchfire Resources Pty Ltd  | 119. Brown Brothers                          |
| 89. Baycorp (Aust) Pty Ltd   | 120. Brown Forman Australia Pty Ltd          |
| 90. Bayer Australia Ltd  | 121. BTG Australasia P/L                     |
| 91. BBC Studios Australia Pty Ltd                                      | 122. Bundaberg Brewed Drinks Pty Ltd         |
|  | 123. Bupa Australia*                         |

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| 124. Byrnegut Australia Pty Ltd                           | 155. Cerebral Palsy Alliance                               |
| 125. Cabcharge Australia Limited                          | 156. Certus Solutions Ltd (NZ)                             |
| 126. Calibre Group Ltd                                    | 157. CEVA SANTE ANIMALE                                    |
| 127. Caltex Australia Petroleum Pty Ltd                   | 158. CGI Technologies and Solutions Australia Pty Ltd      |
| 128. Campari Australia Pty Ltd                            | 159. Challenger Limited                                    |
| 129. Canada Pension Plan Investment Board                 | 160. Chamber of Commerce and Industry of Western Australia |
| 130. Cancer Council NSW                                   | 161. Chanel (Australia) Pty Ltd                            |
| 131. Canon Australia                                      | 162. Charter Hall  |
| 132. Canon Information Systems Research Australia Pty Ltd | 163. ChildFund Australia                                   |
| 133. CanTeen Australia                                    | 164. Children's Cancer Institute                           |
| 134. Capricorn Copper Pty Ltd                             | 165. Children's Medical Research Institute                 |
| 135. Cardinal Health*                                     | 166. CHILTERN INTERNATIONAL                                |
| 136. CARE Australia                                       | 167. Chubb Insurance Australia Ltd                         |
| 137. Carestream Health                                    | 168. Cincom Systems  |
| 138. Carey Mining   | 169. CITIC Pacific Mining Management Pty Ltd               |
| 139. Carsales.com.au                                      | 170. Civica Pty Ltd  |
| 140. Casella Wines  | 171. Civismec Limited                                      |
| 141. Cash Converters Pty Ltd                              | 172. Clearview Wealth Ltd                                  |
| 142. Catholic Education Office - Diocese of Parramatta    | 173. Clough Limited  |
| 143. CBH Resources Limited                                | 174. CMC Markets Asia Pacific Pty Ltd*                     |
| 144. CBHS Health Fund Ltd                                 | 175. Coal Services Pty Ltd                                 |
| 145. CBI Constructors Pty Ltd                             | 176. Coca-Cola Amatil (Australia) Pty Ltd                  |
| 146. CBM Australia  | 177. Colliers International                                |
| 147. CBRE Pty Ltd   | 178. Commonwealth Bank of Australia                        |
| 148. CEA Technologies Pty Ltd                             | 179. ConMed Linvatec Australia*                            |
| 149. CELGENE  | 180. Coopers Brewery Ltd                                   |
| 150. Cellular Asset Management Pty Ltd                    | 181. COOPERVISION  |
| 151. Cement Australia                                     | 182. Copper Mines of Tasmania                              |
| 152. Centenary Institute                                  | 183. CoreLogic   |
| 153. Centennial Coal Company Limited                      | 184. Corrs Support Services                                |
| 154. Centrex Metals Limited                               |  |

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| 185. Country Garden Australia Pty Ltd* | 217. Doray Minerals Limited                          |
| 186. Covalent Lithium Pty Ltd*         | 218. Downer EDI Mining Pty Ltd                       |
| 187. COVANCE                           | 219. Downer Group                                    |
| 188. CPB Contractors Pty Limited       | 220. Dun & Bradstreet                                |
| 189. CPC Engineering Pty Ltd           | 221. DXC Technology Australia Pty Ltd                |
| 190. Craveable Brands Pty Ltd          | 222. Eaton Industries                                |
| 191. Cromwell Operations Pty Ltd       | 223. Eclipx Group                                    |
| 192. Crown Resorts                     | 224. Ecolab Pty Ltd*                                 |
| 193. CSL BEHRING                       | 225. Edwards Lifesciences                            |
| 194. CSL Pty Ltd                       | 226. eftpos Payments Australia                       |
| 195. CUA                               | 227. Elanco Australia                                |
| 196. Cushman & Wakefield*              | 228. Elbit Systems of Australia                      |
| 197. Custom Fleet Pty Ltd*             | 229. Empired Ltd                                     |
| 198. Daikin Australia                  | 230. Employers Mutual Management Pty Ltd             |
| 199. DANAHER                           | 231. Envato*   |
| 200. Daronmont Technologies            | 232. Energy Developments                             |
| 201. Data#3                            | 233. Epson Australia Pty Ltd                         |
| 202. DeBortoli Wines Pty Ld            | 234. Equisuper                                       |
| 203. Decmil Group Limited              | 235. Ericsson Australia Pty Ltd                      |
| 204. Defence Health Ltd                | 236. Ernst & Young Services Pty Ltd                  |
| 205. Deloitte                          | 237. Ethan Group Pty Ltd                             |
| 206. Dentsu Aegis                      | 238. Evolution Mining Limited                        |
| 207. Development Victoria*             | 239. Exego Pty Ltd                                   |
| 208. Dexus Property Group              | 240. Experian Australia Pty Ltd                      |
| 209. DHL Express (Australia) Pty Ltd   | 241. Factory Mutual Insurance Company                |
| 210. DHL Supply Chain                  | 242. Fairfax Media                                   |
| 211. Diabetes NSW                      | 243. Father Chris Riley Youth Off the Streets (YOTS) |
| 212. Diageo                            | 244. Federal Express Australia Pty Ltd               |
| 213. Dimension Data Australia          | 245. Fetch TV Management Pty Ltd                     |
| 214. DJO GLOBAL                        | 246. Fletcher Building                               |
| 215. DOF Subsea Australia Pty Ltd      | 247. Flexigroup Ltd                                  |
| 216. Domain*                           |  |

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| 248. Flow Power  | 279. GrainCorp Operations                                       |
| 249. Fluor Australia Pty Ltd   | 280. Grange Resources Limited                                   |
| 250. Fortescue Metals Group Ltd                                      | 281. Green Building Council of Australia                        |
| 251. Foxtel  | 282. Guide Dogs NSW/ACT   |
| 252. Frasers Property Australia                                      | 283. Guild Group Holdings Ltd                                   |
| 253. Freedom Insurance   | 284. HAEMONETICS  |
| 254. FRESINIUS MEDICAL CARE  | 285. HALYARD HEALTH   |
| 255. Fronde Systems Group Ltd  | 286. Harmony S.E. Asia  |
| 256. FUJIFILM Australia Pty Ltd                                      | 287. Harrison Manufacturing Co Pty Limited                      |
| 257. Fujitsu Australia Ltd   | 288. HCF  |
| 258. G&S Engineering Pty Ltd*  | 289. HDI Gerling Industrial Insurance Co.<br>(Australia Branch) |
| 259. Galaxy Resources Limited  | 290. Health Insurance Fund of Australia Ltd                     |
| 260. GBST Holdings Ltd - Global Banking &<br>Securities Transactions | 291. Healthlink Ltd   |
| 261. GE Healthcare Australia Pty Ltd                                 | 292. Heat and Control Pty Ltd*                                  |
| 262. Geelong Grammar School  | 293. Heathgate Resources Pty Ltd                                |
| 263. Genea   | 294. Here There & Everywhere                                    |
| 264. General Dynamics Land Systems<br>Australia                      | 295. Heron Resources Ltd  |
| 265. General Reinsurance Australia Ltd                               | 296. Hewlett-Packard Enterprise                                 |
| 266. GenesisCare   | 297. Hillgrove Resources Limited                                |
| 267. Genworth  | 298. Hillsong CityCare  |
| 268. GEORGE CLINICAL   | 299. HOLLISTER  |
| 269. George Institute for Global Health                              | 300. HOLOGIC  |
| 270. GHD Pty Ltd   | 301. Homestart Finance  |
| 271. GILEAD SCIENCES   | 302. House With No Steps (HWNS)                                 |
| 272. Glencore Australia Holdings                                     | 303. HP PPS Australia   |
| 273. Global Advanced Metals Pty Ltd                                  | 304. HSE Mining*  |
| 274. Gold Fields Australia Pty Ltd                                   | 305. Hudson Global Resources (Aust) Pty Ltd                     |
| 275. Gold Road Resources Limited                                     | 306. Hume Coal Pty Limited                                      |
| 276. Golder Associates Pty Ltd                                       | 307. IBM Australia Limited                                      |
| 277. GP Synergy Limited  | 308. icare  |
| 278. GPT Group   | 309. ICON CLINICAL RESEARCH                                     |

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| 310. IDEXX Laboratories                       | 341. Kalium Lakes Potash*                                |
| 311. IDP Education Pty Ltd                    | 342. Karara Mining Ltd                                   |
| 312. ILLUMINA                                 | 343. Karingal St Laurence                                |
| 313. Iluka Resources                          | 344. Kellogg Brown & Root Pty Ltd                        |
| 314. Independence Group NL                    | 345. Kinetic Concepts*                                   |
| 315. INDIVIOR                                 | 346. King and Wood Mallesons                             |
| 316. Infosys Technologies Limited, Australia  | 347. Knight Frank  |
| 317. ING Direct Australia                     | 348. Konica Minolta Business Solutions Australia Pty Ltd |
| 318. Ingenico Group                           | 349. Kordia Solutions Pty Ltd                            |
| 319. Insurance Australia Group Ltd            | 350. KPMG Australia                                      |
| 320. Integrity Group Holdings                 | 351. Kyocera Document Solutions Australia Pty Ltd        |
| 321. Intelematics Australia Pty Ltd           | 352. Landcom*  |
| 322. Interactive                              | 353. LeasePlan Australia                                 |
| 323. International Women's Development Agency | 354. Leidos Australia                                    |
| 324. INVENTIV HEALTH CLINICAL                 | 355. Lend Lease Management Services                      |
| 325. Investa Properties Pty Ltd               | 356. Liberty International Underwriters                  |
| 326. Invita Australia Pty Ltd                 | 357. Life Without Barriers                               |
| 327. InvoCare Limited                         | 358. LifeHealthcare Services Pty Ltd                     |
| 328. IQVIA*                                   | 359. Lifestyle Solutions                                 |
| 329. IR – Integrated Research                 | 360. Lion  |
| 330. ISPT Pty Ltd                             | 361. LIVA NOVA   |
| 331. Jacobs Group Australia*                  | 362. Lockheed Martin                                     |
| 332. Jardine Lloyd Thomson Australia          | 363. LogiCamms Australia*                                |
| 333. Jellinbah Resources Pty Ltd              | 364. Lorica Health                                       |
| 334. Jemena Ltd                               | 365. Macarthur Credit Union                              |
| 335. John Holland Group Pty Ltd               | 366. Macmahon Holdings Limited                           |
| 336. John Wiley & Sons Australia, Ltd         | 367. Macquarie Telecom                                   |
| 337. Johnson & Johnson Medical                | 368. Mainstream Group Holdings Ltd*                      |
| 338. Jones Lang LaSalle                       | 369. Mai-Wel Ltd   |
| 339. Joval Wine Group*                        | 370. Mallinckrodt*                                       |
| 340. Juvenile Diabetes Research Foundation    | 371. Many Rivers Microfinance Ltd                        |

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| 372. Mars Inc   | 403. Moet Hennessy Australia                    |
| 373. Marsh Pty Ltd                                      | 404. Moly-Cop*                                  |
| 374. Mater Medical Research Institute                   | 405. Mount Isa Mines Ltd*                       |
| 375. McDermott Australia Pty Ltd                        | 406. MPC Kinetic                                |
| 376. McMillan Shakespeare Limited                       | 407. MSD (CCBS)*                                |
| 377. McWilliams Wines Group Ltd                         | 408. MSP Engineering Pty Ltd                    |
| 378. ME   | 409. Munich Reinsurance Group in Australasia    |
| 379. Meat and Livestock Australia                       | 410. MZI Resources Limited                      |
| 380. Mediaware International                            | 411. Nanosonics Ltd                             |
| 381. Medibank   | 412. National Australia Bank                    |
| 382. Medcraft Hill-Rom Australia*                       | 413. National Breast Cancer Foundation          |
| 383. Mediterranean Shipping Company (Australia) Pty Ltd | 414. National Broadband Network Company Ltd     |
| 384. Medtronic Australasia Pty Ltd                      | 415. National Council of Churches/Act for Peace |
| 385. MERCK KGAA   | 416. National Transport Insurance Ltd           |
| 386. MERIAL A SANOFI COMPANY                            | 417. Nautilus Minerals Inc                      |
| 387. Metals X Limited                                   | 418. Navitas Limited                            |
| 388. Metcash Trading Ltd                                | 419. NCSI Australia Pty Ltd                     |
| 389. MetLife Insurance Ltd                              | 420. NEOTRACT                                   |
| 390. MIGA   | 421. Nestle Australia Ltd                       |
| 391. Mildura District Hospital Fund Limited             | 422. Network Ten Pty Ltd                        |
| 392. Millennium Minerals Limited                        | 423. New Gold Inc                               |
| 393. Mincor Resources NL*                               | 424. New Horizons Enterprises Ltd               |
| 394. Minjar Gold Pty Ltd                                | 425. Newcrest                                   |
| 395. Minor DKL Food Group                               | 426. Newmont Asia Pacific                       |
| 396. Minotaur Exploration Limited                       | 427. News Corp Australia                        |
| 397. Mirvac Group                                       | 428. NEXTDC Limited                             |
| 398. Mission Australia                                  | 429. NIB Health Funds Ltd                       |
| 399. Mitsubishi Development Pty Ltd                     | 430. Nitto Denko (Australia) Pty Ltd*           |
| 400. Mitsui & Co. (Australia) Ltd                       | 431. Norman Disney & Young                      |
| 401. MLC Life Insurance                                 | 432. Northcott Society                          |
| 402. MMG Limited  |   |



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| 433. Northern NSW Helicopter Rescue Service Ltd          | 463. ORIX Australia Corporation Ltd           |
| 434. Northern Star Resources Limited                     | 464. ORTHO CLINICAL DIAGNOSTICS               |
| 435. Northparkes Mines                                   | 465. Oz Minerals Limited                      |
| 436. Norton Gold Fields Limited                          | 466. Pancom Systems*                          |
| 437. Nova Entertainment                                  | 467. PanAust Limited                          |
| 438. Nova Group  | 468. Panoramic Resources*                     |
| 439. Novus International                                 | 469. PAREXEL INTERNATIONAL                    |
| 440. NRMA Motoring & Services                            | 470. Patersons Securities Ltd                 |
| 441. NRW Pty Ltd   | 471. Patheon Pharmaceuticals                  |
| 442. NSW Business Chamber Ltd                            | 472. Pembroke Resources Pty Ltd*              |
| 443. NSW Ports   | 473. Penske                                   |
| 444. NT Mining Operations Pty Ltd (Kirkland Gold)*       | 474. Peoplecare Health Limited                |
| 445. NTT Communication ICT Solutions (Australia) Pty Ltd | 475. PepsiCo Australia & New Zealand          |
| 446. NTT DATA Business Solutions                         | 476. Perilya Limited                          |
| 447. NU SKIN ENTERPRISES                                 | 477. PerkinElmer Pty Ltd                      |
| 448. Nufarm Australia                                    | 478. Pernod Ricard Australia                  |
| 449. NUVASIVE  | 479. PHARMACEUTICAL PRODUCT DEVELOPMENT       |
| 450. Objective Corporation Ltd                           | 480. Phoenix Health Fund                      |
| 451. OceanaGold Corporation                              | 481. Pickles Auctions*                        |
| 452. OFX*  | 482. Pilbara Minerals Limited                 |
| 453. Oil Search Limited                                  | 483. Pioneer Credit Limited                   |
| 454. Olympus Australia Pty Ltd                           | 484. Pitney Bowes Software Pty Ltd            |
| 455. OMNICELL  | 485. Police Bank Ltd                          |
| 456. Online Education Services                           | 486. Police Health                            |
| 457. Only About Children Pty Ltd                         | 487. Porter Davis                             |
| 458. OOCL (Australia) Pty Ltd                            | 488. PRA HEALTH SCIENCES                      |
| 459. oOh!Media Pty Ltd                                   | 489. PREMIER RESEARCH                         |
| 460. Open Minds  | 490. Premium Beverages Pty Ltd                |
| 461. Optimisation Ltd New Zealand                        | 491. Pricewaterhouse Coopers Services Pty Ltd |
| 462. Opus International Consultants                      | 492. PT Agincourt Resources                   |
|  | 493. PTTEP Australasia Limited                |

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| 494. Pybar Mining Services Pty Ltd    | 526. Rio Tinto Limited   |
| 495. QBE Australia                    | 527. RMIT Online*  |
| 496. QER Pty Ltd                      | 528. Roche Diagnostics   |
| 497. QIAGEN GMBH                      | 529. Roche Products Pty Ltd  |
| 498. QIC Ltd                          | 530. Round Oak Minerals*   |
| 499. QMS Media Limited                | 531. Roy Hill  |
| 500. QSuper Limited                   | 532. Royal Automobile Club of Victoria (RACV)                        |
| 501. Quantum Group Pty Ltd            | 533. Royal Flying Doctor Service (Western Operations)                |
| 502. Queensland Country Credit Union  | 534. Royal Institute for Deaf & Blind Children                       |
| 503. R&F Property Australia Pty Ltd   | 535. RT Health Fund  |
| 504. RAC Insurance Pty Ltd            | 536. RTI INTERNATIONAL   |
| 505. RACQ Operations Pty Ltd          | 537. RTI SURGICAL*   |
| 506. Ramelius Resources Limited       | 538. RUC Cementation Mining Contractors Pty Ltd                      |
| 507. Ramsay Health Care               | 539. S. Smith and Son Pty Ltd  |
| 508. Raytheon Australia Pty Ltd       | 540. Saab Systems Pty Ltd  |
| 509. REA Group                        | 541. Salmat Ltd  |
| 510. ReachLocal                       | 542. Sandfire Resources N.L.   |
| 511. ReachOut                         | 543. SAP Australia Pty Ltd   |
| 512. Reconciliation Australia         | 544. Sapura Energy Australia   |
| 513. Recoveries Corporation Pty Ltd   | 545. Saracen Mineral Holdings Limited                                |
| 514. Red Energy                       | 546. Save the Children   |
| 515. Red River Resources Limited*     | 547. Savills   |
| 516. Red5*                            | 548. SBS Radio & Television  |
| 517. Redpath Australia                | 549. SCA Property Group Limited                                      |
| 518. Regis Resources                  | 550. Scentre Group   |
| 519. Relationships Australia NSW      | 551. SCOR Global Life Australia Pty Ltd                              |
| 520. Reserve Bank of Australia        | 552. Scripture Union Qld   |
| 521. RESMED                           | 553. Securities Industry Research Centre of Asia-Pacific Ltd (SIRCA) |
| 522. Resolute Mining Limited          | 554. Sedgman Limited   |
| 523. Rex Minerals Limited             | 555. SEEK Ltd  |
| 524. RGA Australian Holdings Pty. Ltd |  |
| 525. Ricoh Australia Pty Ltd          |  |

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| 556. SEIKO Australia Pty Ltd                             | 587. Swiss Reinsurance Company                |
| 557. Seven Consulting                                    | 588. Swisse Wellness                          |
| 558. SHIRE PHARMACEUTICALS                               | 589. Sydney Children's Hospital Foundation    |
| 559. Sibelco Australia Limited                           | 590. SYNAPTIVE MEDICAL*                       |
| 560. Silver Lake Resources Pty Ltd                       | 591. SYNEOS HEALTH*                           |
| 561. Simplot Australia Pty Ltd                           | 592. SYNERON CANDELA                          |
| 562. Sims Metal Management Limited                       | 593. Syngenta Crop Protection Pty Ltd         |
| 563. SingTel Optus Pty Ltd                               | 594. Syrah Resources Limited*                 |
| 564. SITA Australia*                                     | 595. Tabcorp Holdings Ltd                     |
| 565. SLI Systems*  | 596. Tait Communications                      |
| 566. Snack Brands Australia                              | 597. TAL Services Limited                     |
| 567. Snowy Mountains Engineering Corporation (SMEC)      | 598. Talison Lithium Limited                  |
| 568. Sonova Australia Pty Ltd                            | 599. Tata Consultancy Services Limited        |
| 569. Sony Australia Ltd                                  | 600. Tawana Resources NL                      |
| 570. South Australian Health & Medical Research (SAHMRI) | 601. Taylors Wines Pty Ltd                    |
| 571. South32   | 602. Teach for Australia                      |
| 572. Southern Cross Austereo                             | 603. Teachers Health Fund                     |
| 573. Sparke Helmore Lawyers                              | 604. TEAR Australia                           |
| 574. Spirit Telecom*                                     | 605. TechnipFMC                               |
| 575. Sportsbet   | 606. TechnologyOne                            |
| 576. Stantec New Zealand Ltd                             | 607. TELEFLEX                                 |
| 577. Starlight Children's Foundation                     | 608. Telethon Kids Institute                  |
| 578. Starpharma Pty Ltd                                  | 609. Telstra Corporation Ltd                  |
| 579. Steadfast   | 610. Tenix Solutions Pty Ltd                  |
| 580. STEMCELL TECHNOLOGIES                               | 611. Terumo Australia Pty Ltd                 |
| 581. STERIS*   | 612. Thales Australia                         |
| 582. Stockland Property Group                            | 613. The Fred Hollows Foundation              |
| 583. Stryker Australia Pty Ltd                           | 614. The Garvan Institute of Medical Research |
| 584. Suncorp   | 615. The Good Guys                            |
| 585. SunRice   | 616. The Heart Research Institute             |
| 586. Surf Life Saving NSW                                | 617. The Hollard Insurance Company Pty Ltd    |

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| 618. The Smith Family                                    | 648. Ventia   |
| 619. The Star Entertainment Group                        | 649. VERTEX PHARMACEUTICALS                               |
| 620. The University of Sydney                            | 650. Vetoquinol (Ccbis)                                   |
| 621. The Westmead Institute for Medical Research         | 651. Vicinity Centres PM Pty Ltd                          |
| 622. Thermo Fisher Scientific                            | 652. Victor Chang Cardiac Research Institute              |
| 623. Thiess  | 653. Victorian Comprehensive Cancer Centre Ltd*           |
| 624. ThoughtWorks Australia                              | 654. VIMN Australia Pty Limited                           |
| 625. ThyssenKrupp Industrial Solutions Australia Pty Ltd | 655. VIRBAC   |
| 626. Todd Minerals Aust. Pty Ltd*                        | 656. Visa AP (Australia) Pty Ltd                          |
| 627. Toshiba (Australia) Pty Ltd                         | 657. Vision Australia                                     |
| 628. Toyota Finance Australia Ltd                        | 658. Vocus Communications Ltd                             |
| 629. Toyota Motor Corporation Australia                  | 659. Vodafone Hutchison Australia                         |
| 630. Transdev Australasia                                | 660. W L Gore & Associates (Pacific) Pte Ltd              |
| 631. Transport Aid International                         | 661. Walter and Eliza Hall Institute of Medical Research* |
| 632. Transport Accident Commission                       | 662. Warrnambool Cheese and Butter Factory                |
| 633. Transurban Ltd                                      | 663. WATERS   |
| 634. Treasury Wine Estates                               | 664. Watpac Limited                                       |
| 635. Tribal Group Pty Ltd                                | 665. Wentwest   |
| 636. Tronox Management Pty Ltd                           | 666. Werfen Australia                                     |
| 637. TUH   | 667. Wesfarmers Chemicals, Energy & Fertilisers           |
| 638. UGL Limited*  | 668. Wesley Mission                                       |
| 639. UNICEF Australia                                    | 669. Western Areas Ltd                                    |
| 640. Unico Computer Systems Pty Ltd                      | 670. Westfund Health Insurance                            |
| 641. UniQuest Pty Ltd*                                   | 671. Westgold Resources Limited                           |
| 642. UniSuper Management Pty Ltd                         | 672. Westpac Group  |
| 643. Unitywater*   | 673. Whites Groups Pty Ltd                                |
| 644. University of New South Wales                       | 674. Wiggins Island Coal Export Terminal*                 |
| 645. University of Technology, Sydney                    | 675. William Grant & Sons Australia Pty Ltd*              |
| 646. Varian Medical Systems (Australasia) Pty Ltd        | 676. Willis Towers Watson                                 |
| 647. Vector Limited                                      | 677. Winc. (previously Staples Inc.)                      |

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| 678. Winning Appliances         | 687. Yancoal Australia Limited               |
| 679. Winson Group               | 688. YMCA NSW                                |
| 680. Wood Group PLC*            | 689. Youi Insurance                          |
| 681. Woolworths Group Limited   | 690. Yuhu Group Australia*                   |
| 682. World Animal Protection    | 691. Zimmer Pty Ltd                          |
| 683. WorleyParsons Services Ltd | 692. Zip Heaters Australia*                  |
| 684. WPP AUNZ                   | 693. ZOETIS (CCBS)                           |
| 685. WSP Australia Pty Ltd      | 694. Zurich Financial Services Australia Ltd |
| 686. Xero Limited               |  |

\*new participant this cycle.