



6th June 2016

Dear

I am writing to you regarding the matter of same-gender marriage. I note that the company has publically declared its support for same-gender marriage. This support has been referred to in both the print and electronic media. The questions I wish to raise arise from conversations that I have had with people, in some cases, employees of the company. The questions posed in my view were genuine and arise from the company's decision to take a public stance on same-gender marriage. While I can only speculate on the number of employees asking these questions, I would suggest that it may not be insignificant. Moreover, I would expect that there are customers of the company asking these or similar questions.

The first set of questions relate to the procedure undertaken and followed by the company to adopt this position on marriage. In particular was it a matter formally considered and endorsed by the board of directors? If so, when? Did the decision that was made replace an existing definition of marriage endorsed by company or was it decided that it would be a new matter that the company would adopt a position on? With respect to the position being taken by the company, what particular standing does it have i.e. is it a specific policy or guideline etc? I would be grateful if you could provide me with a copy of it.

The second set of questions relate to the position of the company with respect to its proposed enforcement of this matter. Specifically, is the company requiring its employees to associate with and support same-gender marriage? If so, on what legal

basis does the company claim that it can bind its employees to agree to and support same-gender marriage? Is the company requiring its employees, both current and future, to agree to and support same-gender marriage as a condition of employment? Is there a mandating of the same requirement for contractors who provide goods and services to the company? To the degree that a current employee will not consent to acknowledging and supporting same-gender marriage what, if any, disciplinary action will they face? Will the failure by an employee to acknowledge and support same-gender marriage prejudice his or her opportunity for advancement within the company? With respect to future employees, will they be required as a condition of employment, to both acknowledge and support same-gender marriage? Will future applicants for employment with the company be questioned at the point of interview or screening about their position on same-gender marriage? If they do not agree with or are prepared to support same-gender marriage, will this provide a basis, in part or in whole, for the company to not offer them employment?

Do not hesitate to contact me if you require clarification of any of the matters that I have raised. I can be contacted on [REDACTED] or on [REDACTED]

I look forward to your response at the earliest convenient opportunity.

Yours sincerely,



Greg Donnelly MLC
Parliament of New South Wales