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Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

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CROSBY TILES PTY. LTD. 58006844579

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Priceline Proprietary Limited 18005968310

The Workwear Group Pty Ltd 82004055387

J. Blackwood & Son Pty Ltd 43000010300

Coregas Pty Ltd 32001255312

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Lawvale Pty. Ltd. 50007120603

Target Australia Pty. Ltd. 75004250944

Wesfarmers Limited 28008984049

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Australian Vinyls Corporation Limited 15078558595

Csbp Limited 81008668371

Wesfarmers Kleenheat Gas Pty Ltd 40008679543

Modwood Technologies Pty Ltd 91094868201

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WESFARMERS ONE PASS PTY LTD 39650854845

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#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy; Strategy

Retention: Yes

Policy; Strategy

Performance management processes: Yes

Policy; Strategy

Promotions: Yes.

Policy; Strategy

Talent identification/identification of high potentials: Yes Policy; Strategy

Succession planning: Yes

Policy; Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: Yes Strategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

Yes Policy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Wesfarmers strives to provide an inclusive work environment where everyone feels respected and safe. We recognise, recruit, and support many facets and combinations of diversity across Wesfarmers, consistent with our broader community. Our Diversity & Inclusion Policy and leadership practices foster

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diversity and support inclusion at all levels and in a variety of ways. Further, Wesfarmers works to create gender-balanced workforce by regularly discussing progress, connecting with businesses from other industries to share learnings and insights (both within the Group and external) and accessing expert thinking and research through memberships and forums. Gender equality is a key discussion topic across several processes which managers participate in as part of their roles, including talent reviews and people planning sessions which we conduct every six months. Each Wesfarmers divisional managing director has gender balance objectives incorporated into their performance objectives and each division has its own gender balance and inclusion plan. Progress on gender balance is reported monthly via HR metrics reporting and more formally on an annual basis to the Group and Divisional Boards through diversity and inclusion reports. Our customers and stakeholders are diverse, and to gain the best insights into their needs and expectations, diverse and inclusive teams are required. A diversity of perspectives and backgrounds also strengthens creativity in teams. Creating an environment that attracts, retains, and develops team members with a wide range of strengths and experiences ensures Wesfarmers is well equipped for future growth. At Wesfarmers we are committed to diversity and inclusion (including gender diversity) because we believe this is essential to achieving our objectives. Through diverse and inclusive teams, we gain access to the best available talent, harness creativity and problem solving and gain insight into our diverse customer base and other stakeholders. This enhances our performance and enables our future growth.

Governing Bodies

Organisation: Wesfarmers Limited

1.Name of the governing body: The Board of Wesfarmers Limited

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 4	Male (M) 5	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 30/06/2023

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Regarding questions 1.4 to 1.11: Wesfarmers remains committed to ensuring that the composition of the Board includes directors who bring an appropriate mix of skills, experience, expertise and diversity (including gender) to decision making. Wesfarmers is also committed to its Board maintaining a composition of not less than 30 per cent women as per the 4th Edition of the ASX Corporate Governance Principles and aims to achieve 40 percent to 60 per cent of directors of each gender. As part of the Nomination Committee's oversight of the Board, it regularly reviews and makes recommendations in relation to Board composition, competencies, and diversity. It is also responsible for Board succession planning and overseeing the recruitment process for new directors including evaluating the balance of skills, experience, independence, and diversity on the Board. Where appropriate, external consultants are engaged to assist in searching for candidates.

Where a candidate is recommended by the Nomination Committee, the Board will assess that candidate against a range of criteria including background, experience, professional qualifications, personal qualities, the potential for the candidate's skills to augment the existing Board and the candidate's availability to commit to the Board's activities. Wesfarmers also undertakes appropriate checks before a candidate is recommended to the Board.

If these criteria are met and the Board appoints the candidate as a director, the director will enter a written contract with the company, setting out the terms of his or her appointment consistent with the ASX Principles, and that director must seek to have their appointment approved by shareholders at the next annual general meeting. Through the notices of meeting for annual general meetings, shareholders are provided with all material information, so they can decide on whether or not to elect or re-elect a director.

In its annual report, Wesfarmers shares a skills matrix which describes the combined skills, experience and expertise presently represented on the Board. To the extent that any skills are not directly represented on the Board they are augmented through management and external advisors.

During this reporting period, the Wesfarmers Board exceeded the target of maintaining a composition of not less than 30 per cent women as per the ASX Corporate Governance Principles (4th edition) and met its internal target of having at least 40 per cent of each gender represented.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy; Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To implement and/or maintain a transparent and rigorous performance assessment process

2. What was the snapshot date used for your Workplace Profile?

30/06/2022

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

In addition to the annual WGEA review, Wesfarmers conducts its own gender pay analysis but on a like for like job basis, i.e. we determine if there is (or is not) pay parity for men and women in the same or similarly evaluated roles, accounting for job family where necessary. This analysis is reviewed by the Board. This analysis is undertaken using fixed remuneration, recognising that actual remuneration is influenced by performance (personal, company and broader economic) and therefore may mask underlying pay equity issues.

A further round of gender pay analysis is undertaken as part of remuneration reviews.

Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes

1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2 Did you take any actions as a result of your gender remuneration gap analysis?

Yes

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Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed commencement salaries by gender to ensure there are no pay gaps; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) externally; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

1.3 What type of gender remuneration gap analysis has been undertaken?

A like-for-like gap analysis

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

At Wesfarmers, we believe gender balance ensures that there are equitable opportunities for individuals notwithstanding their gender. This includes ensuring equitable access to employment, compensation benefits, and development opportunities across our organisation.

A key objective for Wesfarmers is to ensure pay equity i.e., we are committed to ensuring equal pay for equal work across our workforce, and we have strategies in place to manage pay equity. We have undertaken a gender pay equity review annually since 2010, with results reviewed by the Wesfarmers Remuneration Committee and Board as well as the respective Managing Directors.

Any gaps are analysed to ensure they can be explained by market forces which may include different rates of pay in different industries, location, the relative supply and demand for different qualifications or specialist skills, individual performance, tenure and experience.

As reported in the most recent auditable Wesfarmers Sustainability Report, across all managerial levels, a fixed remuneration pay gap of no more than five (5) per cent exists (noting that these figures are based on the financial year as opposed to the reporting period of this report).

This is well below the national pay gap as reported by WGEA in February 2023 of 14.5 per cent. Our focus remains on improving gender balance across all levels of seniority in the Group, particularly women's representation in leadership roles, and in technology, digital and data roles, as an important driver of future pay equity outcomes.

Employee Consultation

- 1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?**

Yes

- 1.1 How did you consult employees?**

Consultative committee or group; Focus groups; Exit interviews; Survey;
Performance discussions

- 1.2 Who did you consult?**

ALL staff

- 2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**

Yes

Strategy

- 3. On what date did your organisation share your last year's public reports with employees and shareholders?**

Employees:

Yes

Date:26/08/2022

Shareholder:

Yes

Date:26/08/2022

- 4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**

No

- 5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.**

#Flexible Work

Flexible Working

- 1. Do you have a formal policy and/or formal strategy on flexible working arrangements?**

Yes

Policy; Strategy

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

No

Other

Other: Due to differing types of teams and roles, and our view that there isn't a one size fits all approach to flexible work, our HRBPs do consistently work 1:1 with both leaders and team members in relation to flexible work

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: In our view there is no one-size-fits-all approach and setting targets would inhibit this. Leaders have discretion to work with their teams on how flexibility can support the needs of individuals, teams and the business & we monitor views on flexibility.

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No

Other

Other: The Board is regularly updated on the broad approach and use of flexible work practices across the Group. Although this is not centred on metrics they are provided with updates on both formal and informal flexible work practices being adopted and used.

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

No

Not aware of the need

Leaders are held accountable for improving workplace flexibility

No

Other

Other: Leaders are held accountable to ensure that flexible work practices support overall performance and effectiveness as opposed to narrowing our focus to leaders only being accountable for improving workplace flexibility.

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Other

Other: Due to differing types of teams and roles and our view that there isn't a one size fits all approach, our HRBPs consistently work 1:1 with leaders and team members in relation to flexibility requirements. Training is provided in some areas of the Group.

Targets have been set for men's engagement in flexible work

No

Other

Other: We consider setting targets would inhibit our approach to flexible work, i.e. there is no one size fits all approach. The mix of flexible work practices should be able to adapt and change as required. We provide flexible work guidelines to support this.

Team-based training is provided throughout the organisation

No

Other

Other: Details provided in flexible work policies, strategies and guidelines and therefore training is not conducted throughout the Group.

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available; Informal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men Formal options are available; Informal options are available

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

Don't know / Not applicable

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer definition

1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes

1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:

All, regardless of gender

1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:

Birth; Adoption; Surrogacy; Stillbirth

1.1.c. How do you pay employer funded paid parental leave to primary carers?

Paying the employee's full salary

1.1.d. Do you pay superannuation contribution to your primary carers while they are on parental leave?

Yes, on employer funded parental leave

1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?

6

1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?

41-50%

1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

12

1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months

1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

Yes

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- 1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:**
All, regardless of gender
- 1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:**
Birth; Adoption; Surrogacy; Stillbirth
- 1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**
Paying the employee's full salary
- 1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?**
Yes, on employer funded parental leave
- 1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?**
2
- 1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?**
41-50%
- 1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**
Yes
How long is the qualifying period (in months)?
12
- 1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**
Yes
Within 12 months

2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Welcoming a child into the world is an exciting time for all involved. It is also a period of significant change and transition for expecting parents. At the Wesfarmers, we seek to ensure all team members feel supported as their families grow and change. Parental Leave allows team members to take time away from work for the birth or adoption of a child.

Support for carers

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1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy; Strategy

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

2.1. Employer subsidised childcare

No

Other: Our objective when determining team member benefits that will be offered is to ensure they apply to as many team members as possible (i.e. not dependent on being within a specific demographic).

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not a priority

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

Yes

Available at SOME worksites

2.5. Coaching for employees on returning to work from parental leave

Yes

Available at SOME worksites

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at SOME worksites

2.7. Internal support networks for parents

Yes

Available at SOME worksites

2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at SOME worksites

2.9. Parenting workshops targeting fathers

Yes

Available at SOME worksites

2.10. Parenting workshops targeting mothers

Yes

Available at SOME worksites

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at SOME worksites

2.12. Support in securing school holiday care

Yes

Available at SOME worksites

2.13. On-site childcare

No

2.14. Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy; Strategy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Managers:

Yes

At induction

Other

Provide Details: At induction and every two years

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

No

Other

Provide Details: It is included in some enterprise / workplace agreements but not all.

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Other

Provide Details: Available for most TMs but not all across the Group.

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Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No

Other

Provide Details: Not available for all TMs across the Group.

Training of key personnel

No

Other

Provide Details: Not available throughout the Group.

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

No

Other

Provide Details: Currently under review.

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details:Included in some enterprise/workplace agreements but not all.

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How may days are provided? 10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details:Included in some enterprise/workplace agreements but not all

Access to unpaid leave

Yes

Is the leave period unlimited?

No

How may days are provided?

10

Other: No

Provide Details:

2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

Wesfarmers is committed to supporting all team members who are experiencing or are impacted by domestic and family violence. We aim to provide a safe, respectful and supportive workplace where you can inform us of your situation and seek the support you need.

Our domestic and family violence support policy provides information on the support and workplace flexibility options available to team members who are impacted by domestic and family violence. It also includes information on how to recognise the possible signs of violence and support our colleagues who may be in need.

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	245	321	566
			Non-managers	2,359	2,253	4,623
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	108	131	239
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	24	0	24
			Non-managers	1,024	687	1,718
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	112	171	284
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0
Managers				220	408	628
Non-managers				1,854	1,698	3,555
Fixed-Term Contract			CEO, KMPs, and HOBs	0	0	0
			Managers	2	4	6
			Non-managers	81	81	162
Part-time		Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	20	2	22
			Non-managers	1,424	931	2,366
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	57	42	99
N/A		Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1,655	1,136	2,803
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	277	393	671
			Non-managers	2,287	2,584	4,897
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	16	15	31
			Non-managers	195	134	329
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	29	2	32
			Non-managers	2,510	1,823	4,356
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	206	189	398
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	22,297	14,454	37,021

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: All Industries

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	CEO, KMPs, and HOBs	0	2	2
			Managers	199	289	488
			Non-managers	2,426	2,650	5,088
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	4	3	7
			Non-managers	91	120	211
		N/A	CEO, KMPs, and HOBs	0	0	0
			Managers	1	5	6
			Non-managers	22	18	40
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	22	6	28
			Non-managers	3,660	2,037	5,726
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	355	199	561
N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
		Managers	1	0	1	
		Non-managers	18,585	11,615	30,390	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	104	20	124
			Non-managers	735	114	849
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	2	2	4
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	38	0	38
			Non-managers	778	18	798
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	10	1	11
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	197	4	201
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	64	64
			Non-managers	6	339	345
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	41	44
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	2	3

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	1	4
			Non-managers	37	9	46
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	41	0	41
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Basic Chemical and Chemical Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	15	18
			Non-managers	47	106	153
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	8	16
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	0	4
			Non-managers	14	1	15
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0
Managers				7	16	23
Non-managers				39	62	101
Fixed-Term Contract			CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	11	7	18
Part-time		Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	0	4
			Non-managers	6	1	7
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
N/A		Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	5	8
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	6	9
			Non-managers	104	195	299
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	35	31	66
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	12	2	14
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	3	5
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	53	41	95

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Basic Chemical and Chemical Product Manufacturing

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	CEO, KMPs, and HOBs	0	0	0
			Managers	1	2	3
			Non-managers	36	100	136
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	9	18
			CEO, KMPs, and HOBs	0	0	0
			Managers	1	5	6
			Non-managers	22	18	40
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	13	7	20
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
Managers			0	0	0	
Non-managers			0	4	4	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	24	23	47
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	12	2	14
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	6	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Basic Chemical and Chemical Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

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	CEO, KMPs, and HOBs	0	0	0	
			Managers	242	306	548	
			Non-managers	2,312	2,147	4,470	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	2	2	
			Non-managers	100	123	223	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	20	0	20
				Non-managers	1,010	686	1,703
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	118	86	206	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	111	171	283	
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	213	392	605	
			Non-managers	1,815	1,636	3,454	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	2	3	5	
			Non-managers	70	74	144	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	16	2	18
				Non-managers	1,418	930	2,359
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	2	0	2	
			Non-managers	57	42	99	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	1,652	1,131	2,795	
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3	
			Managers	274	387	662	
			Non-managers	2,183	2,389	4,598	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	16	15	31	
			Non-managers	160	103	263	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	29	2	32
				Non-managers	2,498	1,821	4,342
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	2	0	2	
			Non-managers	204	186	393	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	2	2	
			Non-managers	22,244	14,413	36,926	

* 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	CEO, KMPs, and HOBs	0	2	2
			Managers	198	287	485
			Non-managers	2,390	2,550	4,952
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	4	3	7
			Non-managers	82	111	193
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	21	5	26
			Non-managers	3,647	2,030	5,706
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	355	198	560
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	18,585	11,611	30,386
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	102	19	121
			Non-managers	711	91	802
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	2	1	3
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	35	0	35
			Non-managers	766	16	784
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	10	1	11
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	197	4	201
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	64	64
			Non-managers	6	333	339
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	40	43
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	2	3

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Other Store-Based Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	1	4
			Non-managers	37	9	46
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	39	0	39
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1,290	2,048	0	0	3,342
	Full-time contract	15	19	0	0	34
	Part-time permanent	140	16	0	0	156
	Part-time contract	2	0	0	0	2
Professionals	Full-time permanent	3,400	3,616	10	15	7,052
	Full-time contract	64	51	2	3	120
	Part-time permanent	608	175	0	0	784
	Part-time contract	15	8	1	0	24
	Casual	22	7	0	0	29
Technicians And Trades Workers	Full-time permanent	127	586	0	2	715
	Full-time contract	2	5	4	6	17
	Part-time permanent	16	8	0	0	24
	Casual	30	35	0	0	65
Community And Personal ..	Full-time permanent	1	2	0	0	3
Clerical And Administrative Workers	Full-time permanent	1,779	910	1	2	2,697
	Full-time contract	49	22	0	1	72
	Part-time permanent	341	38	0	0	379
	Part-time contract	8	4	0	0	12
	Casual	62	12	0	0	75
Sales Workers	Full-time permanent	7,873	8,152	0	0	16,089
	Full-time contract	216	251	0	0	467
	Part-time permanent	16,726	8,722	0	0	25,512
	Part-time contract	1,151	739	0	0	1,904
	Casual	34,865	24,513	0	0	59,683
Machinery Operators And Drivers	Full-time permanent	226	675	0	0	901
	Full-time contract	2	15	0	0	17
	Part-time permanent	46	42	0	0	88
	Part-time contract	0	2	0	0	2
	Casual	6	35	0	0	41
Labourers	Full-time permanent	189	228	0	0	417
	Full-time contract	0	1	0	0	1
	Part-time permanent	110	49	0	0	160
	Casual	72	71	0	0	146
Other	Full-time permanent	67	176	0	0	243
	Part-time permanent	23	14	0	0	37
	Casual	53	76	0	0	129

* 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: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	1	4
HOB	Full-time permanent	3	4	7
GM	Full-time permanent	52	111	163
	Full-time contract	1	0	1
	Part-time permanent	1	1	2
SM	Full-time permanent	180	319	501
	Full-time contract	0	5	5
	Part-time permanent	27	3	30
OM	Full-time permanent	1,052	1,612	2,666
	Full-time contract	14	14	28
	Part-time permanent	112	12	124
	Part-time contract	2	0	2

* Total employees includes Non-binary

Workplace Profile Table

Industry: Basic Chemical and Chemical Product Manufacturing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	31	116	0	0	147
	Full-time contract	0	1	0	0	1
	Part-time permanent	18	3	0	0	21
Professionals	Full-time permanent	97	248	3	5	353
	Full-time contract	8	4	2	3	17
	Part-time permanent	47	5	0	0	52
	Part-time contract	5	4	0	0	9
Technicians And Trades Workers	Full-time permanent	54	416	0	2	472
	Full-time contract	2	5	4	6	17
	Part-time permanent	8	8	0	0	16
	Casual	11	10	0	0	21
Community And Personal Service Workers	Full-time permanent	1	2	0	0	3
Clerical And Administrative Workers	Full-time permanent	105	56	1	1	163
	Full-time contract	3	0	0	0	3
	Part-time permanent	33	0	0	0	33
	Part-time contract	1	0	0	0	1
	Casual	2	0	0	0	2
Sales Workers	Full-time permanent	74	99	0	0	173
	Full-time contract	15	2	0	0	17
	Part-time permanent	13	1	0	0	14
	Part-time contract	1	0	0	0	1
	Casual	1	1	0	0	2
Machinery Operators And Drivers	Full-time permanent	24	154	0	0	178
	Full-time contract	2	15	0	0	17
	Part-time permanent	1	2	0	0	3
	Casual	0	2	0	0	2
Labourers	Full-time permanent	1	6	0	0	7

* 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: Basic Chemical and Chemical Product Manufacturing

Manager category	Employment status	No. of employees		
		F	M	Total*
GM	Full-time permanent	1	6	7
SM	Full-time permanent	11	39	50
	Full-time contract	0	1	1
	Part-time permanent	6	0	6
OM	Full-time permanent	19	71	90
	Part-time permanent	12	3	15

* 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	1,259	1,932	0	0	3,195
	Full-time contract	15	18	0	0	33
	Part-time permanent	122	13	0	0	135
	Part-time contract	2	0	0	0	2
Professionals	Full-time permanent	3,303	3,368	7	10	6,699
	Full-time contract	56	47	0	0	103
	Part-time permanent	561	170	0	0	732
	Part-time contract	10	4	1	0	15
	Casual	22	7	0	0	29
Technicians And Trades Workers	Full-time permanent	73	170	0	0	243
	Part-time permanent	8	0	0	0	8
	Casual	19	25	0	0	44
Clerical And Administrative Workers	Full-time permanent	1,674	854	0	1	2,534
	Full-time contract	46	22	0	1	69
	Part-time permanent	308	38	0	0	346
	Part-time contract	7	4	0	0	11
	Casual	60	12	0	0	73
Sales Workers	Full-time permanent	7,799	8,053	0	0	15,916
	Full-time contract	201	249	0	0	450
	Part-time permanent	16,713	8,721	0	0	25,498
	Part-time contract	1,150	739	0	0	1,903
	Casual	34,864	24,512	0	0	59,681
Machinery Operators And Drivers	Full-time permanent	202	521	0	0	723
	Part-time permanent	45	40	0	0	85
	Part-time contract	0	2	0	0	2
	Casual	6	33	0	0	39
Labourers	Full-time permanent	188	222	0	0	410
	Full-time contract	0	1	0	0	1
	Part-time permanent	110	49	0	0	160
	Casual	72	71	0	0	146
Other	Full-time permanent	67	176	0	0	243
	Part-time permanent	23	14	0	0	37
	Casual	53	76	0	0	129

* 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	3	1	4
HOB	Full-time permanent	3	4	7
GM	Full-time permanent	51	105	156
	Full-time contract	1	0	1
	Part-time permanent	1	1	2
SM	Full-time permanent	169	280	451
	Full-time contract	0	4	4
	Part-time permanent	21	3	24
OM	Full-time permanent	1,033	1,541	2,576
	Full-time contract	14	14	28
	Part-time permanent	100	9	109
	Part-time contract	2	0	2

* Total employees includes Non-binary