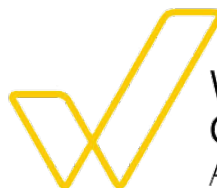




Australian Government



Workplace
Gender Equality
Agency



2022 - 23 Gender Equality Reporting

Submitted By:

YENDA PRODUCERS CO-OPERATIVE SOCIETY LTD 79134587268

SPENCER & BENNETT - YENDA PRODS PTY LTD 97080911959

YENDA PRODS GRAIN PTY LTD 88607912014

YENDA PRODS - IRRIGATION PTY LTD 79119484025

#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: No

Other

Other: We have informal recruitment strategies, however no written policy or strategy.

Retention: No

Not a priority

Performance management processes: Yes

Policy

Promotions: No.

Not aware of the need

Talent identification/identification of high potentials: NoNot a priority; Not aware of the need

Succession planning: No

Other

Other: We have no formal succession planning strategy, however we discuss succession planning at board and manager meetings.

Training and development: Yes

Policy

Key performance indicators for managers relating to gender equality: NoNot aware of the need

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

NoCurrently under development

Estimated Completion Date: 2024-03-31

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

Governing Bodies

Organisation: YENDA PRODUCERS CO-OPERATIVE SOCIETY LTD

Date Created: 16-06-2023

1.Name of the governing body: Yenda Producers Cooperative Society Limited**2.Type of the governing body:** Board of Directors**3.Specified governing body type:****Number of governing body chair and member by gender:**

| | | | |
|---------------|------------------------|----------------------|------------------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 4 | Non-Binary 0 |

4.Formal section policy and/or strategy: No**Selected value:** Other**Other value:** Board does not have any written policy, but does discuss strategy around board diversity.**Details why there is no control over governing body/appointments:****6. Target set to increase the representation of women:** No**6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Other

Other value: We had an informal strategy to reach 3 female directors, which we met last year.**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?**

No

Selected value: Other**Other value:** We do not have anything formal, however in the last reporting period we wanted to add another female director, and have done so.**Organisation:** SPENCER & BENNETT - YENDA PRODS PTY LTD**1.Name of the governing body:** Yenda Producers Cooperative Society Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|--------|-------------------|-----------------|-------------------|
| Chair | Female (F) | Male (M) | Non-Binary |
| | 0 | 1 | 0 |
| Member | Female (F) | Male (M) | Non-Binary |
| | 3 | 4 | 0 |

4.Formal section policy and/or strategy: No

Selected value: Other

Other value: Board does not have any written policy, but does discuss strategy around board diversity.

Details why there is no control over governing body/appointments:

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: We had an informal strategy to reach 3 female directors, which we met last year.

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?

No

Selected value: Other

Other value: We do not have anything formal, however in the last reporting period we wanted to add another female director, and have done so.

Organisation: YENDA PRODS GRAIN PTY LTD

1.Name of the governing body: Yenda Producers Cooperative Society Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

| | | | |
|--------|-----------------|---------------|-----------------|
| Chair | Female (F) 0 | Male (M) 1 | Non-Binary 0 |
| Member | Female (F) 3 | Male (M) 4 | Non-Binary 0 |

4.Formal section policy and/or strategy: No

Selected value: Other

Other value: Board does not have any written policy, but does discuss strategy around board diversity.

Details why there is no control over governing body/appointments:

6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: We had an informal strategy to reach 3 female directors, which we met last year.

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?

No

Selected value: Other

Other value: We do not have anything formal, however in the last reporting period we wanted to add another female director, and have done so.

Organisation: YENDA PRODS - IRRIGATION PTY LTD

1.Name of the governing body: YENDA PRODS - IRRIGATION PTY LTD

2.Type of the governing body: Board of Directors

3.Specified governing body type:**Number of governing body chair and member by gender:**

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

4.Formal section policy and/or strategy: No**Selected value:** Not aware of the need**Other value:****Details why there is no control over governing body/appointments:****6. Target set to increase the representation of women: No****6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Not aware of the need

Other value:**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?**

No

Selected value: Not aware of the need**Other value:****2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

#Action on gender equality

Gender Pay Gaps

Date Created: 16-06-2023

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

No

Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

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

29/03/2023

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

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)?

No

Salaries for SOME employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)Non-award employees paid market rate

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

Employee Consultation

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

NoNot aware of the need

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

No

Not aware of the need

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

Employees:

No

Other

Please provide reason:

Shareholder:

No

4. **Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**
Yes
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?**
No
Not aware of the need
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 Informal options are available

Compressed working weeks: Yes

SAME options for women and men Informal options are available

Flexible hours of work: Yes

SAME options for women and men Informal options are available

Job sharing: Yes

SAME options for women and men

Informal options are available

Part-time work: Yes

SAME options for women and men Informal options are available

Purchased leave: No

Not aware of the need

Remote working/working from home: Yes

SAME options for women and men 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; Informal 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 gap between the employee's salary and the government's paid parental leave scheme

Date Created: 16-06-2023

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

No

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

9

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

61-70%

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)?

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

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 gap between the employee's salary and the government's paid parental leave scheme

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

No

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?

61-70%

Date Created: 16-06-2023

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.

Support for carers

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

No

Not aware of the need

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

2.1. Employer subsidised childcare

No

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

No

Not aware of the need

2.3. Breastfeeding facilities

No

Not aware of the need

2.4. Childcare referral services

No

Not aware of the need

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

No

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

No

2.7. Internal support networks for parents

No

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

No

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

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

No

2.12. Support in securing school holiday care

No

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

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

Annually

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: Most staff are Award covered.

Confidentiality of matters disclosed

Yes

Date Created: 16-06-2023

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

Yes

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

No

Not aware of the need

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Not aware of the need

Training of key personnel

No

Not aware of the need

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

Yes

Workplace safety planning

No

Date Created: 16-06-2023

Not aware of the need

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

No

Other

Provide Details:We do not have enterprise/ workplace agreements.

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

Yes

Is the leave period unlimited?

No

How many days are provided? 10

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

No

Other

Provide Details:Staff may take unpaid leave if they would like, however we provide the NES 10 days paid leave.

Access to unpaid leave

Yes

Is the leave period unlimited?

No

How many 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

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 | 2 | 17 | 0 | 0 | 19 |
| | Part-time permanent | 1 | 0 | 0 | 0 | 1 |
| Professionals | Full-time permanent | 4 | 10 | 0 | 0 | 14 |
| | Part-time permanent | 0 | 1 | 0 | 0 | 1 |
| Technicians And Trades Workers | Full-time permanent | 0 | 6 | 0 | 2 | 8 |
| Clerical And Administrative Workers | Full-time permanent | 8 | 2 | 0 | 0 | 10 |
| | Part-time permanent | 7 | 0 | 0 | 0 | 7 |
| | Casual | 1 | 0 | 0 | 0 | 1 |
| Sales Workers | Full-time permanent | 13 | 16 | 0 | 1 | 30 |
| | Part-time permanent | 2 | 0 | 0 | 0 | 2 |
| | Casual | 1 | 6 | 0 | 0 | 7 |
| Machinery Operators And Drivers | Full-time permanent | 1 | 8 | 0 | 0 | 9 |
| | Part-time permanent | 0 | 3 | 0 | 0 | 3 |
| | Casual | 0 | 1 | 0 | 0 | 1 |
| Labourers | Full-time permanent | 2 | 7 | 0 | 0 | 9 |
| | Part-time permanent | 0 | 1 | 0 | 0 | 1 |
| | Casual | 7 | 0 | 0 | 0 | 7 |
| Other | Full-time permanent | 1 | 1 | 0 | 0 | 2 |

* Categorised 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

| | | No. of employees | | |
|------------------|---------------------|------------------|---|--------|
| Manager category | Employment status | F | M | Total* |
| CEO | Full-time permanent | 0 | 1 | 1 |
| KMP | Full-time permanent | 0 | 1 | 1 |
| HOB | Full-time permanent | 1 | 2 | 3 |
| | Part-time permanent | 1 | 0 | 1 |
| GM | Full-time permanent | 1 | 1 | 2 |
| SM | Full-time permanent | 0 | 8 | 8 |
| OM | Full-time permanent | 0 | 4 | 4 |

* Total employees includes Non-binary

Workplace Profile Table

Industry: Basic Material Wholesaling

| Occupational category* | Employment status | No. of employees | | Number of apprentices and graduates (combined) | | Total employees** |
|-------------------------------------|---------------------|------------------|---|--|---|-------------------|
| | | F | M | F | M | |
| Managers | Full-time permanent | 0 | 1 | 0 | 0 | 1 |
| Clerical And Administrative Workers | Full-time permanent | 1 | 0 | 0 | 0 | 1 |
| Sales Workers | Part-time permanent | 1 | 0 | 0 | 0 | 1 |
| | Casual | 0 | 1 | 0 | 0 | 1 |
| Labourers | Full-time permanent | 0 | 3 | 0 | 0 | 3 |
| | Part-time permanent | 0 | 1 | 0 | 0 | 1 |

* Categorised 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 Material Wholesaling

| | | No. of employees | | |
|------------------|---------------------|------------------|---|--------|
| Manager category | Employment status | F | M | Total* |
| SM | Full-time permanent | 0 | 1 | 1 |

* Total employees includes Non-binary

Workplace Profile Table

Industry: Commission-Based Wholesaling

| Occupational category* | Employment status | No. of employees | | Number of apprentices and graduates (combined) | | Total employees** |
|-------------------------------------|---------------------|------------------|---|--|---|-------------------|
| | | F | M | F | M | |
| Managers | Full-time permanent | 1 | 3 | 0 | 0 | 4 |
| Technicians And Trades Workers | Full-time permanent | 0 | 1 | 0 | 0 | 1 |
| Clerical And Administrative Workers | Full-time permanent | 3 | 0 | 0 | 0 | 3 |
| | Part-time permanent | 2 | 0 | 0 | 0 | 2 |
| | Casual | 1 | 0 | 0 | 0 | 1 |
| Sales Workers | Full-time permanent | 4 | 3 | 0 | 1 | 8 |
| | Part-time permanent | 1 | 0 | 0 | 0 | 1 |

* Categorised 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: Commission-Based Wholesaling

| | | No. of employees | | |
|------------------|---------------------|------------------|---|--------|
| Manager category | Employment status | F | M | Total* |
| HOB | Full-time permanent | 0 | 1 | 1 |
| GM | Full-time permanent | 1 | 1 | 2 |
| OM | Full-time permanent | 0 | 1 | 1 |

* 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 | 13 | 0 | 0 | 14 |
| | Part-time permanent | 1 | 0 | 0 | 0 | 1 |
| Professionals | Full-time permanent | 4 | 10 | 0 | 0 | 14 |
| | Part-time permanent | 0 | 1 | 0 | 0 | 1 |
| Technicians And Trades Workers | Full-time permanent | 0 | 5 | 0 | 2 | 7 |
| Clerical And Administrative Workers | Full-time permanent | 4 | 2 | 0 | 0 | 6 |
| | Part-time permanent | 5 | 0 | 0 | 0 | 5 |
| Sales Workers | Full-time permanent | 9 | 13 | 0 | 0 | 22 |
| | Casual | 1 | 5 | 0 | 0 | 6 |
| Machinery Operators And Drivers | Full-time permanent | 1 | 8 | 0 | 0 | 9 |
| | Part-time permanent | 0 | 3 | 0 | 0 | 3 |
| | Casual | 0 | 1 | 0 | 0 | 1 |
| Labourers | Full-time permanent | 2 | 4 | 0 | 0 | 6 |
| | Casual | 7 | 0 | 0 | 0 | 7 |
| Other | Full-time permanent | 1 | 1 | 0 | 0 | 2 |

* Categorised 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

| | | No. of employees | | |
|------------------|---------------------|------------------|---|--------|
| Manager category | Employment status | F | M | Total* |
| CEO | Full-time permanent | 0 | 1 | 1 |
| KMP | Full-time permanent | 0 | 1 | 1 |
| HOB | Full-time permanent | 1 | 1 | 2 |
| | Part-time permanent | 1 | 0 | 1 |
| SM | Full-time permanent | 0 | 7 | 7 |
| OM | Full-time permanent | 0 | 3 | 3 |

* Total employees includes Non-binary

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 | Managers | 1 | 1 | 2 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 1 | | 1 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | Managers | | 1 | 1 |
| | | | Non-managers | 1 | 0 | 1 |
| | Part-time | Permanent | Non-managers | 1 | | 1 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | Managers | | 1 | 1 |
| | | | Non-managers | 9 | 12 | 21 |
| | Part-time | Permanent | Non-managers | 2 | | 2 |
| | N/A | Casual | Non-managers | | 3 | 3 |

* 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 | | 1 | 1 |
| | | | Managers | | 1 | 1 |
| | | | Non-managers | 3 | 14 | 17 |
| | Part-time | Permanent | Non-managers | 3 | | 3 |
| | N/A | Casual | Non-managers | 5 | 5 | 10 |
| | | | | | | |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | 1 | | 1 |
| | Part-time | Permanent | Non-managers | 1 | | 1 |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | | 1 | 1 |

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Basic Material Wholesaling

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|-----------------|---------------------|--------|------|--------|
| 1. How many employees were promoted? | Full-time | Permanent | Managers | 0 | 0 | 0 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | | 0 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | Managers | | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | Non-managers | 0 | | 0 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | Managers | | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | Non-managers | 0 | | 0 |
| | N/A | Casual | Non-managers | | 0 | 0 |

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Basic Material Wholesaling

| 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 |
| | | | Managers | | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | Non-managers | 0 | | 0 |
| | N/A | Casual | Non-managers | 0 | 0 | 0 |
| | | | | | | |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | 0 | | 0 |
| | Part-time | Permanent | Non-managers | 0 | | 0 |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | | 0 | 0 |

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Commission-Based Wholesaling

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|-----------------|---------------------|--------|------|--------|
| 1. How many employees were promoted? | Full-time | Permanent | Managers | 1 | 1 | 2 |
| | Part-time | Permanent | CEO, KMPs, and HOBs | 1 | | 1 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | Managers | | 1 | 1 |
| | | | Non-managers | 1 | 0 | 1 |
| | Part-time | Permanent | Non-managers | 1 | | 1 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | Managers | | 1 | 1 |
| | | | Non-managers | 9 | 12 | 21 |
| | Part-time | Permanent | Non-managers | 2 | | 2 |
| | N/A | Casual | Non-managers | | 3 | 3 |

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Commission-Based Wholesaling

| 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 | | 1 | 1 |
| | | | Managers | | 1 | 1 |
| | | | Non-managers | 3 | 14 | 17 |
| | Part-time | Permanent | Non-managers | 3 | | 3 |
| | N/A | Casual | Non-managers | 5 | 5 | 10 |
| | | | | | | |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | 1 | | 1 |
| | Part-time | Permanent | Non-managers | 1 | | 1 |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | | 1 | 1 |

* Total employees includes Non-binary

Workforce Management Statistics Table

* 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? | Part-time | Permanent | CEO, KMPs, and HOBs | 0 | | 0 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | Managers | | 0 | 0 |
| | | | Non-managers | 0 | | 0 |
| | Part-time | Permanent | Non-managers | 0 | | 0 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | Managers | | 0 | 0 |
| | | | Non-managers | 0 | 0 | 0 |
| | Part-time | Permanent | Non-managers | 0 | | 0 |
| | N/A | Casual | Non-managers | | 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* |
|--|---------------|-----------------|---------------------|--------|------|--------|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time | Permanent | CEO, KMPs, and HOBs | | 0 | 0 |
| | | | Non-managers | | 0 | 0 |
| | Part-time | Permanent | Non-managers | 0 | | 0 |

* Total employees includes Non-binary

Workforce Management Statistics Table

* Total employees includes Non-binary