



Australian Government



Workplace
Gender Equality
Agency

Employer Public Report

Contents

Public Reports

Workplace Overview

Action on Gender Equality

Flexible Work

Employee Support for Parents and Carers

Harm Prevention

Submitted By:

Officeworks Ltd 36004763526; Officeworks Businessdirect Pty Ltd 86061239807; Geeks2U Pty Ltd 27125370434; Kmart Australia Limited 73004700485; R.J. Beaumont & Co. Pty. Ltd. 61007703997; Bunnings Group Limited 26008672179; Australian Pharmaceutical Industries Ltd 57000004320; Priceline Proprietary Limited 18005968310; The Workwear Group Pty Ltd 82004055387; J. Blackwood & Son Pty Ltd 43000010300; Bullivants Pty Limited 47087887072; Target Australia Pty. Ltd. 75004250944; Wesfarmers Limited 28008984049; Wesfarmers Chemicals, Energy & Fertilisers Limited 48008797402; Australian Vinyls Corporation Limited 15078558595; Csbp Limited 81008668371; Wesfarmers Kleenheat Gas Pty Ltd 40008679543; Modwood Technologies Pty Ltd 91094868201; Wesfarmers Lpg Pty Ltd 32009214831; WESFARMERS ONE PASS PTY LTD 39650854845; CM3 CONTRACTOR MANAGEMENT PTY LTD 39655875620; SLC GLENELG PTY LTD 23602594525; SLC BELCONNEN PTY LTD 95643595493; SLC BURLEIGH PTY LTD 63644187459; SLC FAIRFIELD PTY LTD 47631501454; SLC ELLENBROOK PTY LTD 86628815761; SLC MACKAY PTY LTD 97626338878; SLC HOBART PTY LTD 75624967844; SLC MIDLAND GATE PTY LTD 80626496768; SLC ROCKHAMPTON PTY LTD 11626339259; SLC STRATHPINE PTY LTD 48638175961; SLC WODEN PTY LTD 69645778721; SILK Laser Clinic Australia Pty Ltd 94154633664; SLC BURNSIDE PTY LTD 44626338592; SLC FIGTREE PTY



LTD 34662964776; SLC JOONDALUP PTY LTD 21636257317; SLC SANDY BAY PTY LTD 15662784876; SLC KARINGAL PTY LTD 79658135294; ASC WARRINGAH MALL PTY LTD 44655805593; SLC BANKSTOWN PTY LTD 53161363711; SLC RUNDLE PLACE PTY LTD 17669127931; SLC MAROOCHYDORE PTY LTD 38624254360; SLC IPSWICH PTY LTD 68644187860; SLC OCEAN KEYS PTY LTD 72627012168; SLC BONDI JUNCTION PTY LTD 70681432404; ASC BENDIGO PTY LTD 23684264417; SLC PENRITH PTY LTD 48602096471; ONE DATA PTY LTD 89659511529; ASC EMPORIUM MELBOURNE PTY LTD 90687211098; SILK LASER CLINIC ELIZABETH PTY LTD 92154303910; SILK LASER CLINIC HYDE PARK PTY LTD 99137764259



Public Reports

WGEA publishes your Public Report, excluding any personal information, on the Data Explorer. WGEA uses its contents for other purposes in electronic or other formats.

What makes up your Public Report?

Your Public Report consists of 2 documents, which you can generate and download after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

Before lodgement

The Public Report must be:

- given to your CEO or equivalent for review, approval and sign off before lodgement.
- shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012*.

Reporting contacts will be asked to declare in the WGEA Employer Portal that all relevant CEOs or equivalents have signed the Public Report.

For detailed information on the requirements to share the Public Report with your employees, members or shareholders, refer to the online Reporting Guide under [Notification and Access requirements](#).

Gender Equality Standards

If your organisation is a single entity employing 500 or more employees, you must have a policy or strategy in place against each of the 6 Gender Equality Indicators. More information can be found within the online Reporting Guide on [Gender Equality Standards](#).

Gender Equality Targets

If your organisation is an employer that directly employs 500 or more employees, you must select and commit to achieve 3 gender equality targets from a [menu](#) of 19 options. At the end of 3 years, you must meet or demonstrate improvement against each selected target. More information can be found on [Gender Equality Targets: Frequently Asked Questions](#).



Workplace overview

Policies and strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when supported by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; Increase the number of men in female-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

1.4 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 and Inclusion Policy and leadership practices foster 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. 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. Annually a Group-wide review gender pay equity review is completed with the results presented to the Board and, in addition to the Group wide review, divisions take action throughout the year and specifically review gaps during the annual remuneration review. 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.

Workplace overview

Governing bodies

Gender balance on governing bodies or boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance on the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of board members, and taking action to drive change through term limits, targets and policies.

1.5 Identify your organisation/s' governing body.

Organisation: Officeworks Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited



.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes

Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA



.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Officeworks Businessdirect Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Geeks2U Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?



	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity



Organisation: Kmart Australia Limited

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing



body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: R.J. Beaumont & Co. Pty. Ltd.

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes



Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Bunnings Group Limited

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?



C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30



Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Australian Pharmaceutical Industries Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

.....

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

.....

Organisation: Priceline Proprietary Limited

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....



D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?



Yes
Gender identity

Organisation: The Workwear Group Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3



.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: J. Blackwood & Son Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Bullivants Pty Limited

.....

A. To your knowledge, is this governing body also reported in a different submission



group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Target Australia Pty. Ltd.

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?



Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Wesfarmers Limited

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?



D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA



H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Wesfarmers Chemicals, Energy & Fertilisers Limited

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes
Enter maximum length of term in years. If the term limit does not relate to a full year,



record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Australian Vinyls Corporation Limited

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1



Members (excluding chairs)	4	5
----------------------------	---	---

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Csbp Limited



A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?



Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Wesfarmers Kleenheat Gas Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy



.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Modwood Technologies Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited



.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30



Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Wesfarmers Lpg Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: WESFARMERS ONE PASS PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?



	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity



Organisation: CM3 CONTRACTOR MANAGEMENT PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing



body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC GLENELG PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes



Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC BELCONNEN PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?



C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30



Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC BURLEIGH PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

.....

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

.....

Organisation: SLC FAIRFIELD PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors



D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?



Yes
Gender identity

Organisation: SLC ELLENBROOK PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3



.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC MACKAY PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC HOBART PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission



group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC MIDLAND GATE PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?



Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC ROCKHAMPTON PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?



D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA



.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC STRATHPINE PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes
Enter maximum length of term in years. If the term limit does not relate to a full year,



record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC WODEN PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1



Members (excluding chairs)	4	5
----------------------------	---	---

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes
 Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.
For the Chair: 3
For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
 Gender identity

Organisation: SILK Laser Clinic Australia Pty Ltd



A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?



Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC BURNSIDE PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy



.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC FIGTREE PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited



.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30



Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC JOONDALUP PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC SANDY BAY PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?



	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity



Organisation: SLC KARINGAL PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing



body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: ASC WARRINGAH MALL PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes



Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC BANKSTOWN PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?



The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30



Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC RUNDLE PLACE PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

.....

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

.....

Organisation: SLC MAROOCHYDORE PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....



D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?



Yes
Gender identity

Organisation: SLC IPSWICH PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3



.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SLC OCEAN KEYS PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC BONDI JUNCTION PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission



group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body



G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: ASC BENDIGO PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?



Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: SLC PENRITH PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board of Wesfarmers Limited

.....

C. What type of governing body does this organisation have?



D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA



H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: ONE DATA PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes
Enter maximum length of term in years. If the term limit does not relate to a full year,



record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: ASC EMPORIUM MELBOURNE PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1



Members (excluding chairs)	4	5
----------------------------	---	---

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes
Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

Yes
 Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.
For the Chair: 3
For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
 Gender identity

Organisation: SILK LASER CLINIC ELIZABETH PTY LTD



A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

G. Has a target been set to increase the representation of women on this governing body?



Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2026-06-30

Other value: NA

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: SILK LASER CLINIC HYDE PARK PTY LTD

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board of Wesfarmers Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	4	5

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes
Selected value: Policy; Strategy



.....

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 3

For the Members: 3

.....

G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

.....

G.1 Percentage (%) of target: 40

.....

G.2 Year of target to be reached: 2026-06-30

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

.....

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

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

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; Remuneration review processes without gender biases; To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap analysis?



Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Please see the Wesfarmers Gender Pay Statement, 2024-25 WGEA Reporting for further information

Action on gender equality

Employee consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

Yes

2.4a How did you consult employees about gender equality in the workplace?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews; Performance discussions

2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy



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



Flexible working arrangements

Flexible working

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee’s commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The organisation’s approach to flexibility is integrated into client conversations; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement)

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	No	No
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

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

The availability of the flexible working arrangements detailed in question 3.2 can vary by nature of work and role and in some circumstances require consideration on a case-by-case basis





Employee support for parents and carers

Paid parental leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that the policy is available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 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 distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid parental carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth

Secondary: Birth; Adoption; Surrogacy; Stillbirth

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

4.1d Are all employees that receive employer-funded paid parental leave entitled



to the same number of weeks?

Primary:

No

4.1d(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Lowest entitlement: 12

Highest entitlement: 16

Secondary:

No

4.1d(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Lowest entitlement: 2

Highest entitlement: 4

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees

Secondary: Permanent employees

4.1f Do you require carers to work for the organisation for a certain amount of time (a minimum service period) before they can access employer-funded paid parental leave?

Primary: Yes a minimum service period is required

How long is the minimum service period (in months)?

12

Is the minimum service period the same as the probation period for new employees?

No

Secondary: Yes a minimum service period is required

How long is the minimum service period (in months)?

12

Is the minimum service period the same as the probation period for new employees?



No

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Anytime within 12 months

Secondary: Anytime within 12 months

4.1h Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)

Primary: Yes

Secondary: Yes

4.1i Do you pay superannuation contributions to your employees while they are on parental leave?

Primary: Yes, on employer funded parental leave

Secondary: Yes, on employer funded parental leave

4.2 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

Employee support for parents and carers

Support for carers

Employers can contribute to workplace gender equality by providing support for employees with caring



responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.3 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

4.3a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave

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

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult	Yes



Support mechanism	Answer
day centres)	
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	Yes
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

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



Harm prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention and response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; Requirements relating to the frequency and nature of reporting to the governing body and management on sexual harassment; Training for managers and non-managers on respectful workplace conduct and preventing and responding to sexual harassment

5.1b If yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

	Answer
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to managers, non-managers or the governing body?



Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	No	No	Yes	No
All non-managers	No	No	Yes	No
The governing body	Yes		No	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people such as women, Aboriginal and Torres Strait Islander people, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and/or CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

New staff at induction

Chief Executive Officer or equivalent

Yes

; More often than annually

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train staff on mitigation and control measures

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (e.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose after their employment has concluded; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Outcomes of investigations



5.8 Does your organisation report on sexual harassment to the governing body and executive (CEO & KMP) and how frequently?

Governing body

Yes

Annually

CEO or equivalent

Yes

Annually

Key Management Personnel (for Commonwealth public sector: Senior Executive Bands)

Yes

Annually

5.8a Do your reports on sexual harassment to governing body, KMP and CEO include any of the following?

Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

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

Harm prevention

Family or domestic violence

5.10 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy;Strategy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)

Protection from any adverse action or discrimination based on the disclosure of family and domestic violence	Yes
--	-----



Confidentiality of matters disclosed	Yes
Training for key personnel in supporting employees experiencing family and domestic violence	No
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Procedures for referring employees experiencing family and domestic violence support services	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A family and domestic violence clause is in an enterprise agreement or workplace agreement	No
Access to medical services (e.g. doctor or nurse)	No
Mechanisms for employees experiencing family and domestic violence to request to move to a different workplace location	Yes
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid family and domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid family and domestic violence leave?

10

Access to unpaid family and domestic violence leave?

Yes

Is it unlimited?

No

Do you offer unpaid family and domestic violence leave by negotiation or as needed?

Yes

How many days of unpaid family and domestic violence leave?

0

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

Access to unpaid domestic violence leave is Discretionary - (case by case)



Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Officeworks Ltd

Employee count: 8,728

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	174	294	0	0	468
	Full-time contract	5	2	0	0	7
	Part-time permanent	18	0	0	0	18
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	115	170	0	0	285
	Full-time contract	8	3	0	0	11
	Part-time permanent	21	3	0	0	24
Clerical And Administrative Workers	Full-time permanent	197	192	0	0	390
	Full-time contract	4	3	0	0	7
	Part-time permanent	19	2	0	0	22
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	402	541	0	0	945
	Part-time permanent	2,341	1,833	0	0	4,207
	Part-time contract	44	39	0	0	84
	Casual	1,232	1,015	0	0	2,258

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	3	8	11
	Full-time permanent	18	23	41
SM	Part-time permanent	2	0	2
	Full-time permanent	153	263	416
OM	Full-time contract	5	2	7
	Part-time permanent	16	0	16
	Part-time contract	1	0	1
	Part-time permanent	16	0	16

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	22	24	31	75	152
Part-time	Permanent	0	0	2	0	6	4	12
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 2
How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	11	16	27
Part-time	Permanent	1	0	1
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

**Question 3
How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	29	64	337	459	892
Part-time	Permanent	0	0	3	0	670	561	1,247
Full-time	Fixed-term	0	0	2	0	2	2	6
Part-time	Fixed-term	0	0	0	0	33	34	67
N/A	Casual	0	0	0	0	637	573	1,213

**Question 4
How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	22	47	115	176	360
Part-time	Permanent	0	0	0	1	128	108	239
Full-time	Fixed-term	0	0	1	3	9	12	25
Part-time	Fixed-term	0	0	0	0	261	233	495
N/A	Casual	0	0	0	0	881	768	1,655

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	20	40	111	147	318
Part-time	Permanent	0	0	2	0	545	426	978
Full-time	Fixed-term	0	0	0	1	3	3	7
Part-time	Fixed-term	0	0	0	0	24	23	47
N/A	Casual	0	0	0	0	484	385	871

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	13	1	51	2	67
Part-time	Permanent	0	0	13	0	98	1	112
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	5	0	5

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	8	0	30	38
Part-time	Permanent	0	0	0	0	0	10	10
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	6	0	6
Part-time	Permanent	0	0	1	0	7	0	8
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Officeworks Businessdirect Pty Ltd

Employee count: 369

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Sales Workers	Full-time permanent	111	117	0	0	229
	Full-time contract	1	1	0	0	2
	Part-time permanent	66	67	0	0	133
	Casual	1	4	0	0	5

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

This organisation has no managers

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	0	0	0
Part-time	Permanent	0	0	0
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	10	3	13
Part-time	Permanent	0	0	0	0	1	0	1
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	2	2

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	16	13	29
Part-time	Permanent	0	0	0	0	7	14	21
Full-time	Fixed-term	0	0	0	0	2	1	3
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

**Question 5
How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	15	11	26
Part-time	Permanent	0	0	0	0	8	3	11
Full-time	Fixed-term	0	0	0	0	0	1	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	2	2

**Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	6	0	6
Part-time	Permanent	0	0	0	0	5	0	5
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	5	5
Part-time	Permanent	0	0	0	0	0	1	1
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Kmart Australia Limited

Employee count: 41,137

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	437	542	0	0	980
	Full-time contract	11	14	0	0	25
	Part-time permanent	34	6	0	0	40
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	1,244	787	4	6	2,033
	Full-time contract	19	9	0	0	28
	Part-time permanent	148	22	0	0	170
	Part-time contract	2	0	0	0	2
	Casual	2	1	0	0	3
Clerical And Administrative Workers	Full-time permanent	115	36	0	0	151
	Full-time contract	3	1	0	0	4
	Part-time permanent	20	4	0	0	24
Sales Workers	Full-time permanent	363	152	0	0	515
	Full-time contract	3	1	0	0	4
	Part-time permanent	4,484	1,150	0	0	5,634
	Part-time contract	108	68	0	0	177
	Casual	19,374	11,393	0	0	30,767
Machinery Operators And Drivers	Full-time permanent	62	174	0	0	237
	Part-time permanent	31	23	0	0	54
	Casual	43	74	0	0	117

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	15	15	30
	Full-time permanent	23	29	52
SM	Part-time permanent	1	0	1
	Full-time permanent	399	498	898
OM	Full-time contract	11	14	25
	Part-time permanent	33	6	39
	Part-time contract	1	0	1
	Part-time permanent	33	6	39

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	88	79	255	188	611
Part-time	Permanent	0	0	6	0	7	1	14
Full-time	Fixed-term	0	0	0	0	1	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	73	58	131
Part-time	Permanent	5	0	5
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	59	137	402	252	850
Part-time	Permanent	0	0	7	0	113	42	162
Full-time	Fixed-term	0	0	1	1	6	2	10
Part-time	Fixed-term	0	0	0	0	8	3	11
N/A	Casual	0	0	0	0	707	407	1,122

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	54	97	410	449	1,010
Part-time	Permanent	0	0	3	3	50	13	69
Full-time	Fixed-term	0	0	12	17	50	29	108
Part-time	Fixed-term	0	0	1	0	7	1	9
N/A	Casual	0	0	0	0	7,865	5,061	12,970

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	39	58	277	224	599
Part-time	Permanent	0	0	3	0	750	232	988
Full-time	Fixed-term	0	0	1	6	23	9	39
Part-time	Fixed-term	0	0	1	0	11	7	19
N/A	Casual	0	0	0	0	6,419	4,087	10,553

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	37	11	84	29	161
Part-time	Permanent	0	0	7	1	155	4	167
Full-time	Fixed-term	0	0	0	0	1	0	1
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	75	1	76

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	21	1	24	47
Part-time	Permanent	0	0	0	0	2	4	6
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	2	2

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: R.J. Beaumont & Co. Pty. Ltd.

Employee count: 532

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	10	41	0	0	51
	Part-time permanent	0	1	0	0	1
Professionals	Full-time permanent	44	83	0	0	127
	Part-time permanent	3	1	0	0	4
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	18	10	0	0	28
	Part-time permanent	11	2	0	0	13
	Casual	1	1	0	0	2
Sales Workers	Full-time permanent	102	142	0	0	244
	Part-time permanent	26	8	0	0	34
	Casual	7	20	0	0	27

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	0	1	1
SM	Full-time permanent	3	6	9
OM	Full-time permanent	7	34	41
	Part-time permanent	0	1	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	9	9	1	8	27
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	9	9	18
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	3	4	7
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	4	8	42	55	109
Part-time	Permanent	0	0	0	0	12	7	19
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	7	14	21

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	5	7	28	62	102
Part-time	Permanent	0	0	1	0	16	1	18
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	3	10	13

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	5	0	5
Part-time	Permanent	0	0	0	0	7	0	7
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	6	6
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	1	0	1
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Bunnings Group Limited

Employee count: 50,161

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	1,166	1,520	0	0	2,693
	Full-time contract	3	4	0	0	7
	Part-time permanent	78	23	0	0	101
Professionals	Full-time permanent	695	941	0	0	1,639
	Full-time contract	16	4	0	0	20
	Part-time permanent	74	8	0	0	83
	Part-time contract	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	15	207	0	0	222
	Part-time permanent	1	2	0	0	3
	Casual	0	10	0	0	10
Clerical And Administrative Workers	Full-time permanent	661	414	8	12	1,081
	Full-time contract	3	2	0	0	5
	Part-time permanent	123	18	0	0	141
	Part-time contract	2	0	0	0	2
	Casual	7	1	0	0	8
Sales Workers	Full-time permanent	5,706	6,258	0	0	12,007
	Full-time contract	12	20	0	0	32
	Part-time permanent	10,131	7,945	0	0	18,164
	Part-time contract	80	63	0	0	145
	Casual	6,269	7,477	0	0	13,797

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	15	24	39
	Full-time permanent	61	130	191
SM	Full-time contract	0	1	1
	Part-time permanent	7	1	8
OM	Full-time permanent	1,090	1,366	2,463
	Full-time contract	3	3	6
	Part-time permanent	71	22	93

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			274	303	976	1,136	2,701
Part-time	Permanent			14	5	498	417	940
Full-time	Fixed-term				1	11	9	21
Part-time	Fixed-term					11	3	14
N/A	Casual					26	74	100

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	134	214	349
Part-time	Permanent	9	2	11
Full-time	Fixed-term		1	1
Part-time	Fixed-term			
N/A	Casual			

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			172	230	913	903	2,226
Part-time	Permanent			12		89	49	150
Full-time	Fixed-term				1	6	1	8
Part-time	Fixed-term					1		1
N/A	Casual					66	66	134

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			90	106	1,130	1,259	2,590
Part-time	Permanent			2	1	754	1,233	2,007
Full-time	Fixed-term			3	3	24	8	38
Part-time	Fixed-term					2	1	3
N/A	Casual					2,975	3,636	6,632

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5

How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			89	153	797	1,162	2,207
Part-time	Permanent			5	8	1,552	1,381	2,964
Full-time	Fixed-term					10	11	21
Part-time	Fixed-term					13	10	23
N/A	Casual					2,141	2,433	4,602

Question 6

How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			82	54	305	121	564
Part-time	Permanent			14		364	46	424
Full-time	Fixed-term					1		1
Part-time	Fixed-term					2		2
N/A	Casual					62	1	63

Question 7

How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	56	5	184	246
Part-time	Permanent					1	56	57
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					1		1

Question 8

How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	2	7	5	15
Part-time	Permanent					10	4	14
Full-time	Fixed-term							
Part-time	Fixed-term					1		1
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Employer: Australian Pharmaceutical Industries Ltd
Employee count: 1,445
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	166	158	0	0	324
	Full-time contract	9	5	0	0	14
	Part-time permanent	21	2	0	0	23
	Part-time contract	0	1	0	0	1
Professionals	Full-time permanent	116	96	0	0	212
	Full-time contract	6	4	0	0	10
	Part-time permanent	10	2	0	0	12
	Part-time contract	2	0	0	0	2
Technicians And Trades Workers	Full-time permanent	0	4	0	0	4
	Casual	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	84	15	0	0	99
	Full-time contract	3	0	0	0	3
	Part-time permanent	18	2	0	0	20
	Part-time contract	1	0	0	0	1
	Casual	19	2	0	0	21
Sales Workers	Full-time permanent	16	9	0	0	25
	Part-time permanent	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	211	208	0	0	419
	Part-time permanent	107	39	0	0	146
	Casual	55	51	0	0	106

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	8	9	17
	Part-time permanent	2	0	2
SM	Full-time permanent	14	19	33
	Part-time permanent	0	1	1
OM	Full-time permanent	144	130	274
	Full-time contract	9	5	14
	Part-time permanent	19	1	20
	Part-time contract	0	1	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	17	13	15	4	49
Part-time	Permanent	0	0	1	0	2	2	5
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	2	0	2

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	7	2	9
Part-time	Permanent	0	0	0
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	19	24	39	27	109
Part-time	Permanent	0	0	4	0	6	2	12
Full-time	Fixed-term	0	0	1	0	5	0	6
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	0	0	0

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	26	20	77	53	176
Part-time	Permanent	0	0	1	0	16	8	25
Full-time	Fixed-term	0	0	2	0	13	7	22
Part-time	Fixed-term	0	0	0	0	1	1	2
N/A	Casual	0	0	0	0	32	24	56

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	17	1	32	3	53
Part-time	Permanent	0	0	2	0	115	2	120
Full-time	Fixed-term	0	0	0	0	1	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	135	8	144

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	10	0	25	5	40
Part-time	Permanent	0	0	0	0	9	0	9
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	7	7
Part-time	Permanent	0	0	0	0	0	2	2
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	3	0	1	0	4
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Priceline Proprietary Limited

Employee count: 907

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	96	7	0	0	103
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	0	1	0	0	1
	Part-time permanent	1	0	0	0	1
Sales Workers	Full-time permanent	71	5	0	0	76
	Part-time permanent	369	16	0	0	385
	Casual	323	15	0	0	338

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
SM	Full-time permanent	1	0	1
	Full-time permanent	95	7	102
OM	Part-time permanent	2	0	2

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	4	0	7	1	12
Part-time	Permanent	0	0	0	0	19	0	19
Full-time	Fixed-term	0	0	1	0	0	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	2	0	2
Part-time	Permanent	0	0	0
Full-time	Fixed-term	1	0	1
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	19	24	39	27	109
Part-time	Permanent	0	0	4	0	6	2	12
Full-time	Fixed-term	0	0	1	0	5	0	6
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	0	0	0

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	10	0	19	2	31
Part-time	Permanent	0	0	0	0	70	2	73
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	186	2	189

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	22	22	41	44	129
Part-time	Permanent	0	0	2	1	23	3	29
Full-time	Fixed-term	0	0	3	2	2	1	8
Part-time	Fixed-term	0	0	0	0	0	2	2
N/A	Casual	0	0	0	0	21	18	39

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	3	1	6	0	10
Part-time	Permanent	0	0	0	0	7	0	7
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: The Workwear Group Pty Ltd

Employee count: 380

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	46	35	0	0	81
	Part-time permanent	1	1	0	0	2
Professionals	Full-time permanent	36	20	0	0	56
	Full-time contract	6	0	0	0	6
	Part-time permanent	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	10	2	0	0	12
	Full-time contract	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	57	19	0	0	76
	Full-time contract	4	1	0	0	5
	Part-time permanent	2	0	0	0	2
Sales Workers	Full-time permanent	28	19	0	0	47
	Full-time contract	0	2	0	0	2
	Part-time permanent	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	43	37	0	0	80
	Full-time contract	1	5	0	0	6
	Part-time permanent	1	1	0	0	2

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	5	3	8
SM	Full-time permanent	3	2	5
OM	Full-time permanent	38	30	68
	Part-time permanent	1	1	2

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	6	1	2	4	13
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 2
How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	3	0	3
Part-time	Permanent	0	0	0
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

**Question 3
How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	3	3	3	9
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	1	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 4
How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	5	2	38	23	68
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	13	7	20
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	1	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	2	2	26	16	46
Part-time	Permanent	0	0	0	0	1	1	2
Full-time	Fixed-term	0	0	0	0	2	3	5
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	2	0	2

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	16	1	17
Part-time	Permanent	0	0	0	0	5	1	6
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	2	2
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: J. Blackwood & Son Pty Ltd

Employee count: 1,699

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	39	100	0	0	139
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	76	95	0	0	171
	Full-time contract	1	2	0	0	3
	Part-time permanent	8	1	0	0	9
Technicians And Trades Workers	Full-time permanent	1	3	0	0	4
Clerical And Administrative Workers	Full-time permanent	380	250	0	1	630
	Full-time contract	7	2	1	1	9
	Part-time permanent	44	14	0	0	58
	Casual	4	4	0	0	8
Sales Workers	Full-time permanent	85	153	0	0	238
	Part-time permanent	3	2	0	0	5
Machinery Operators And Drivers	Full-time permanent	88	213	0	0	301
	Full-time contract	0	1	0	0	1
	Part-time permanent	10	11	0	0	21
	Part-time contract	0	3	0	0	3
	Casual	36	61	0	0	97

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	4	5	9
SM	Full-time permanent	11	21	32
OM	Full-time permanent	24	74	98
	Part-time permanent	2	0	2

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	3	3	31	39	76
Part-time	Permanent	0	0	0	0	0	1	1
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	0	1	1
Part-time	Permanent	0	0	0
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	1	24	20	45
Part-time	Permanent	0	0	0	0	1	2	3
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	4	3	126	119	252
Part-time	Permanent	0	0	0	0	4	0	4
Full-time	Fixed-term	0	0	0	0	16	6	22
Part-time	Fixed-term	0	0	0	0	0	4	4
N/A	Casual	0	0	0	0	53	49	102

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	3	2	133	127	265
Part-time	Permanent	0	0	0	0	17	4	21
Full-time	Fixed-term	0	0	0	0	8	4	12
Part-time	Fixed-term	0	0	0	0	1	2	3
N/A	Casual	0	0	0	0	18	27	45

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	36	5	41
Part-time	Permanent	0	0	0	0	9	0	9
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	15	15
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	1	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	1	0	1
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Bullivants Pty Limited

Employee count: 291

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	2	17	0	0	19
Professionals	Full-time permanent	3	7	0	0	10
Technicians And Trades Workers	Full-time permanent	2	48	0	0	50
Clerical And Administrative Workers	Full-time permanent	29	29	0	0	58
	Part-time permanent	4	2	0	0	6
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	21	108	0	0	129
	Part-time permanent	1	2	0	0	3
	Casual	0	1	0	0	1
Machinery Operators And Drivers	Full-time permanent	4	9	0	0	13
	Casual	0	1	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
SM	Full-time permanent	0	4	4
OM	Full-time permanent	2	13	15

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1	2	1	14	18
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	1	1	2
Part-time	Permanent	0	0	0
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	1	3	4
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	1	11	54	66
Part-time	Permanent	0	0	0	0	2	0	2
Full-time	Fixed-term	0	0	0	0	1	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	1	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1	1	20	40	62
Part-time	Permanent	0	0	0	0	1	0	1
Full-time	Fixed-term	0	0	0	0	0	3	3
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	3	1	4
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	4	4
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Target Australia Pty. Ltd.

Employee count: 11,086

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	160	110	0	0	270
	Part-time permanent	13	0	0	0	13
Professionals	Full-time permanent	411	174	0	0	585
	Part-time permanent	33	1	0	0	34
Clerical And Administrative Workers	Full-time permanent	33	11	0	0	44
	Part-time permanent	7	1	0	0	8
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	125	47	0	0	172
	Part-time permanent	1,371	220	0	0	1,596
	Casual	5,604	2,638	0	0	8,286
Machinery Operators And Drivers	Full-time permanent	39	35	0	0	74
	Part-time permanent	2	1	0	0	3

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	2	0	2
	Full-time permanent	6	5	11
SM	Part-time permanent	1	0	1
	Full-time permanent	152	105	257
OM	Part-time permanent	12	0	12

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1

How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	22	11	60	24	117
Part-time	Permanent	0	0	3	0	2	1	6
Full-time	Fixed-term	0	0	0	0	12	6	19
Part-time	Fixed-term	0	0	0	0	3	0	3
N/A	Casual	0	0	0	0	0	0	0

Question 2

How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	22	9	31
Part-time	Permanent	3	0	3
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3

How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	23	11	80	50	164
Part-time	Permanent	0	0	1	0	18	1	20
Full-time	Fixed-term	0	0	0	0	0	1	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	156	60	219

Question 4

How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	23	7	75	32	137
Part-time	Permanent	0	0	2	0	4	0	6
Full-time	Fixed-term	0	0	3	0	10	1	14
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	1,936	1,027	2,964

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	16	22	120	56	214
Part-time	Permanent	0	0	3	0	171	38	212
Full-time	Fixed-term	0	0	1	0	5	0	6
Part-time	Fixed-term	0	0	0	0	3	0	3
N/A	Casual	0	0	0	0	1,958	1,046	3,019

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	12	5	24	3	44
Part-time	Permanent	0	0	5	0	37	0	42
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	7	0	7

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	4	0	3	7
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	2	0	3	0	5
Part-time	Permanent	0	0	0	0	3	0	3
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Wesfarmers Limited

Employee count: 336

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	48	43	0	0	91
	Part-time permanent	8	1	0	0	9
Professionals	Full-time permanent	61	63	0	0	124
	Full-time contract	3	1	0	0	4
	Part-time permanent	25	1	0	0	26
	Part-time contract	2	0	0	0	2
	Casual	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	31	10	0	0	41
	Full-time contract	0	2	0	0	2
	Part-time permanent	28	0	0	0	28
	Part-time contract	1	0	0	0	1
	Casual	4	3	0	0	7

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
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	11	15	26
SM	Full-time permanent	9	10	19
	Part-time permanent	3	0	3
OM	Full-time permanent	22	12	34
	Part-time permanent	5	1	6

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	1	1	4	5	10	22
Part-time	Permanent					2		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent		3	3
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1		1		10	9	21
Part-time	Permanent			1				1
Full-time	Fixed-term					1	1	2
Part-time	Fixed-term							
N/A	Casual							

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			5	11	28	28	72
Part-time	Permanent					3		3
Full-time	Fixed-term					5	7	12
Part-time	Fixed-term						1	1
N/A	Casual					4	2	6

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			4	1	12	12	29
Part-time	Permanent					6		6
Full-time	Fixed-term					3	1	4
Part-time	Fixed-term						1	1
N/A	Casual					1		1

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1		12		13
Part-time	Permanent			2		12		14
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				3		3	6
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1				1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Employer: Wesfarmers Chemicals, Energy & Fertilisers Limited
Employee count: 538
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	31	72	0	0	103
	Full-time contract	2	1	0	0	3
	Part-time permanent	5	0	0	0	5
	Casual	0	1	0	0	1
Professionals	Full-time permanent	107	180	2	8	287
	Full-time contract	5	5	1	1	10
	Part-time permanent	31	7	0	0	38
	Part-time contract	3	2	0	0	5
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	5	24	1	0	29
	Full-time contract	4	2	0	0	6
	Part-time permanent	2	0	0	0	2
Community And Personal Service Workers	Full-time permanent	1	2	0	0	3
	Part-time permanent	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	23	2	0	0	25
	Full-time contract	2	0	0	0	2
	Part-time permanent	12	0	0	0	12
	Part-time contract	3	0	0	0	3
	Casual	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	0	1	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	3	9	12
	Part-time permanent	1	0	1
SM	Full-time permanent	9	20	29
	Full-time contract	2	0	2
	Part-time permanent	1	0	1
	Casual	0	1	1
OM	Full-time permanent	19	43	62
	Full-time contract	0	1	1
	Part-time permanent	3	0	3

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	3	5	14	15	37
Part-time	Permanent	0	0	2	0	4	1	7
Full-time	Fixed-term	0	0	0	0	1	2	3
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 2
How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	0	0	0
Part-time	Permanent	0	0	0
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

**Question 3
How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	6	12	30	36	84
Part-time	Permanent	0	0	0	0	17	0	17
Full-time	Fixed-term	0	0	2	0	7	6	15
Part-time	Fixed-term	0	0	1	0	0	0	1
N/A	Casual	0	0	0	0	0	1	1

**Question 4
How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	4	8	18	14	44
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	1	12	16	29
Part-time	Fixed-term	0	0	2	0	3	0	5
N/A	Casual	0	0	0	0	0	1	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	3	7	8	17	35
Part-time	Permanent	0	0	0	0	8	1	9
Full-time	Fixed-term	0	0	0	0	6	3	9
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	0	0	0

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	2	2	12	6	22
Part-time	Permanent	0	0	1	0	6	1	8
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	7	7
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	1	0	0	1
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Csbp Limited

Employee count: 516

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	2	16	0	0	18
Professionals	Full-time permanent	9	26	0	0	35
	Part-time permanent	1	4	0	0	5
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	48	218	0	0	266
	Full-time contract	3	8	2	8	11
	Part-time permanent	4	8	0	0	12
	Casual	6	6	0	0	12
Clerical And Administrative Workers	Full-time permanent	12	0	0	0	12
	Part-time permanent	4	0	0	0	4
Sales Workers	Full-time permanent	25	28	0	0	53
	Full-time contract	1	0	0	0	1
	Part-time permanent	7	0	0	0	7
	Casual	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	21	55	0	0	76
	Part-time permanent	1	1	0	0	2

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	0	3	3
SM	Full-time permanent	0	1	1
OM	Full-time permanent	2	12	14

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	1	9	23	33
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	3	0	3
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	0	0	0
Part-time	Permanent	0	0	0
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	2	10	33	45
Part-time	Permanent	0	0	0	0	0	1	1
Full-time	Fixed-term	0	0	0	0	4	6	10
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	3	2	5

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	8	15	23
Part-time	Permanent	0	0	0	0	2	0	2
Full-time	Fixed-term	0	0	0	0	24	21	45
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	39	25	64

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1	1	10	10	22
Part-time	Permanent	0	0	0	0	3	1	4
Full-time	Fixed-term	0	0	0	0	7	2	9
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	0	0	0

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	8	2	10
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	6	6
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	2	0	2
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Wesfarmers Kleenheat Gas Pty Ltd

Employee count: 99

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	3	2	0	0	5
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	11	11	0	0	22
	Full-time contract	1	0	0	0	1
	Part-time permanent	8	1	0	0	9
Technicians And Trades Workers	Full-time contract	0	1	0	1	1
Clerical And Administrative Workers	Full-time permanent	14	4	0	0	18
	Full-time contract	0	1	0	0	1
	Part-time permanent	3	0	0	0	3
Sales Workers	Full-time permanent	21	12	0	0	33
	Part-time permanent	5	0	0	0	5

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
SM	Full-time permanent	0	1	1
	Full-time permanent	3	1	4
OM	Part-time permanent	1	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1	0	7	2	10
Part-time	Permanent	0	0	0	0	2	0	2
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	0	0	0
Part-time	Permanent	0	0	0
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	2	20	13	35
Part-time	Permanent	0	0	1	0	10	0	11
Full-time	Fixed-term	0	0	0	0	1	1	2
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	2	0	20	16	38
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	6	5	11
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	2	0	9	12	23
Part-time	Permanent	0	0	1	0	4	0	5
Full-time	Fixed-term	0	0	0	0	4	2	6
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	1	3	0	4
Part-time	Permanent	0	0	0	0	3	0	3
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	1	0	1
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Employer: WESFARMERS ONE PASS PTY LTD
Employee count: 120
Primary industry:
Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	11	23	0	0	34
	Full-time contract	0	2	0	0	2
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	33	37	0	0	70
	Full-time contract	1	2	0	0	3
	Part-time permanent	2	0	0	0	2
	Part-time contract	1	0	0	0	1
	Casual	1	2	0	0	3
Clerical And Administrative Workers	Full-time permanent	2	0	0	0	2
	Full-time contract	1	0	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	3	4	7
	Part-time permanent	1	0	1
SM	Full-time permanent	2	8	10
	Full-time contract	0	1	1
OM	Full-time permanent	6	11	17
	Full-time contract	0	1	1
	Part-time permanent	1	0	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				4	3	4	11
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent		4	4
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					1	1	2
Part-time	Permanent							
Full-time	Fixed-term					1	2	3
Part-time	Fixed-term							
N/A	Casual							

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			5	4	16	11	36
Part-time	Permanent							
Full-time	Fixed-term				2	2	1	5
Part-time	Fixed-term					1		1
N/A	Casual					1		1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				3	7	3	13
Part-time	Permanent							
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	Casual						1	1

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					4	1	5
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						1	1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					1		1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: SILK Laser Clinic Australia Pty Ltd

Employee count: 386

Primary industry:

Relevant employer: Yes

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	23	12	0	0	35
	Part-time permanent	4	0	0	0	4
Professionals	Full-time permanent	31	4	0	0	35
	Full-time contract	1	0	0	0	1
	Part-time permanent	45	1	0	0	46
	Casual	3	0	0	0	3
Community And Personal Service Workers	Full-time permanent	45	0	0	0	45
	Part-time permanent	120	1	0	0	121
	Casual	39	0	0	0	39
Clerical And Administrative Workers	Full-time permanent	21	4	0	0	25
	Full-time contract	1	0	0	0	1
	Part-time permanent	9	0	0	0	9
	Casual	3	0	0	0	3
Sales Workers	Full-time permanent	16	1	0	0	17
	Part-time permanent	2	0	0	0	2

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	1	2	3
SM	Full-time permanent	5	2	7
OM	Full-time permanent	17	8	25
	Part-time permanent	4	0	4

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1		16		20	1	38
Part-time	Permanent			1		11		12
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	2		2
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					3		3
Part-time	Permanent					20		20
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					23		23

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			7	1			8
Part-time	Permanent					5	1	6
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			19		20		39
Part-time	Permanent			7		42	4	53
Full-time	Fixed-term			1				1
Part-time	Fixed-term							
N/A	Casual					19	1	20

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			4				4
Part-time	Permanent					27		27
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						1	1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent					3		3
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary