

# 2022-23 Gender Equality Reporting Submission Approval

I, the CEO (or equivalent), confirm that the data provided in the 2022-23 Gender Equality Reporting submission is complete and correct, as reported in the full data appendices:

- Questionnaire – Public Report
- Workforce Management Statistics – Public Report
- Workplace Profile – Public Report
- Workplace Profile – Confidential

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

CEO (or equivalent) signature



Name of CEO (or equivalent)

GRAHAM KERR

Date: 25 MAY 2023

## Please Note:

The Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 requires WGEA to publish employer gender pay gaps. Employer gender pay gap will be calculated from the data that you provide to WGEA. WGEA will communicate to employers in advance of publishing gender pay gaps explaining the process for calculating and publishing the employer gender pay gap.

## What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

- inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
- provide access to the public data to employees and members or shareholders
- inform employee organisations with members in your workplace that the report has been lodged
- inform your employees and those employee organisations with members in your workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read [here](#).

# Workplace Profile Table

Industry: Metal Ore Mining

| Occupational category*              | Employment status   | No. of employees |       | Number of apprentices and graduates (combined) |    | Total employees** |
|-------------------------------------|---------------------|------------------|-------|--|----|-------------------|
|                                     |                     | F                | M     | F  | M  |                   |
| Managers                            | Full-time permanent | 125              | 310   | 0  | 0  | 435               |
|                                     | Full-time contract  | 0                | 11    | 0  | 0  | 11                |
|                                     | Part-time permanent | 8                | 0     | 0  | 0  | 8                 |
| Professionals                       | Full-time permanent | 277              | 676   | 13   | 45 | 1,011             |
|                                     | Full-time contract  | 17               | 18    | 0  | 0  | 35                |
|                                     | Part-time permanent | 47               | 19    | 0  | 0  | 66                |
|                                     | Part-time contract  | 1                | 1     | 0  | 0  | 2                 |
| Technicians And Trades Workers      | Full-time permanent | 29               | 1,109 | 0  | 2  | 1,140             |
|                                     | Full-time contract  | 0                | 3     | 11   | 19 | 33                |
|                                     | Part-time permanent | 0                | 7     | 0  | 0  | 7                 |
| Clerical And Administrative Workers | Full-time permanent | 71               | 61    | 0  | 0  | 132               |
|                                     | Full-time contract  | 7                | 0     | 0  | 0  | 7                 |
|                                     | Part-time permanent | 12               | 1     | 0  | 0  | 13                |
|                                     | Casual              | 1                | 0     | 0  | 0  | 1                 |
| Machinery Operators And Drivers     | Full-time permanent | 166              | 1,602 | 0  | 1  | 1,769             |
|                                     | Full-time contract  | 7                | 29    | 0  | 0  | 36                |
|                                     | Part-time permanent | 8                | 15    | 0  | 0  | 23                |
| Other                               | Full-time permanent | 1                | 9     | 0  | 0  | 10                |

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Metal Ore Mining

| Manager category | Employment status   | No. of employees |     |        |
|------------------|---------------------|------------------|-----|--------|
|                  |                     | F                | M   | Total* |
| CEO              | Full-time permanent | 0                | 1   | 1      |
| KMP              | Full-time permanent | 3                | 2   | 5      |
| HOB              | Full-time permanent | 0                | 4   | 4      |
| GM               | Full-time permanent | 21               | 27  | 48     |
|                  | Full-time contract  | 0                | 1   | 1      |
| SM               | Full-time permanent | 9                | 16  | 25     |
|                  | Part-time permanent | 1                | 0   | 1      |
| OM               | Full-time permanent | 92               | 260 | 352    |
|                  | Full-time contract  | 0                | 10  | 10     |
|                  | Part-time permanent | 7                | 0   | 7      |

\* Total employees includes Non-binary

# Workplace Profile Table

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)  
\*\* Total employees includes Non-binary

# Workplace Profile Table

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Metal Ore Mining

| Occupational category*              | Employment status   | No. of employees |       | Number of apprentices and graduates (combined) |    | Total employees** |
|-------------------------------------|---------------------|------------------|-------|--|----|-------------------|
|                                     |                     | F                | M     | F  | M  |                   |
| Managers                            | Full-time permanent | 125              | 310   | 0  | 0  | 435               |
|                                     | Full-time contract  | 0                | 11    | 0  | 0  | 11                |
|                                     | Part-time permanent | 8                | 0     | 0  | 0  | 8                 |
| Professionals                       | Full-time permanent | 277              | 676   | 13   | 45 | 1,011             |
|                                     | Full-time contract  | 17               | 18    | 0  | 0  | 35                |
|                                     | Part-time permanent | 47               | 19    | 0  | 0  | 66                |
|                                     | Part-time contract  | 1                | 1     | 0  | 0  | 2                 |
| Technicians And Trades Workers      | Full-time permanent | 29               | 1,109 | 0  | 2  | 1,140             |
|                                     | Full-time contract  | 0                | 3     | 11   | 19 | 33                |
|                                     | Part-time permanent | 0                | 7     | 0  | 0  | 7                 |
| Clerical And Administrative Workers | Full-time permanent | 71               | 61    | 0  | 0  | 132               |
|                                     | Full-time contract  | 7                | 0     | 0  | 0  | 7                 |
|                                     | Part-time permanent | 12               | 1     | 0  | 0  | 13                |
|                                     | Casual              | 1                | 0     | 0  | 0  | 1                 |
| Machinery Operators And Drivers     | Full-time permanent | 166              | 1,602 | 0  | 1  | 1,769             |
|                                     | Full-time contract  | 7                | 29    | 0  | 0  | 36                |
|                                     | Part-time permanent | 8                | 15    | 0  | 0  | 23                |
| Other                               | Full-time permanent | 1                | 9     | 0  | 0  | 10                |

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Metal Ore Mining

| Manager category | Employment status   | No. of employees |     |        |
|------------------|---------------------|------------------|-----|--------|
|                  |                     | F                | M   | Total* |
| CEO              | Full-time permanent | 0                | 1   | 1      |
| KMP              | Full-time permanent | 3                | 2   | 5      |
| HOB              | Full-time permanent | 0                | 4   | 4      |
| GM               | Full-time permanent | 21               | 27  | 48     |
|                  | Full-time contract  | 0                | 1   | 1      |
| SM               | Full-time permanent | 9                | 16  | 25     |
|                  | Part-time permanent | 1                | 0   | 1      |
| OM               | Full-time permanent | 92               | 260 | 352    |
|                  | Full-time contract  | 0                | 10  | 10     |
|                  | Part-time permanent | 7                | 0   | 7      |

\* Total employees includes Non-binary

# Workplace Profile Table

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)  
\*\* Total employees includes Non-binary



# Workplace Profile Table

\* Total employees includes Non-binary

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\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)  
\*\* Total employees includes Non-binary

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\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)  
\*\* Total employees includes Non-binary

# Workplace Profile Table

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Metal Ore Mining

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 1. How many employees were promoted?  | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 10     | 38   | 48     |
|   |               |                     | Non-managers        | 53     | 129  | 182    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 1    | 1      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 0    | 1      |
|   |               |                     | Non-managers        | 3      | 0    | 3      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 1    | 1      |
|   |               |                     | Managers            | 27     | 74   | 101    |
|   |               |                     | Non-managers        | 105    | 454  | 559    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 6      | 5    | 11     |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 2      | 0    | 2      |
|   |               |                     | Non-managers        | 17     | 5    | 22     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 1    | 1      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 19     | 29   | 48     |
|   |               |                     | Non-managers        | 133    | 471  | 604    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 9    | 10     |
|   |               |                     | Non-managers        | 59     | 121  | 180    |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 0    | 1      |
|   |               |                     | Non-managers        | 6      | 0    | 6      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 2    | 3      |
|   |               |                     | Non-managers        | 7      | 5    | 12     |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Metal Ore Mining

| Question   | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|--|---------------|---------------------|---------------------|--------|------|--------|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 10     | 33   | 43     |
|  |               |                     | Non-managers        | 78     | 280  | 358    |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 2    | 2      |
|  |               |                     | Non-managers        | 15     | 17   | 32     |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 1      | 0    | 1      |
|  |               |                     | Non-managers        | 4      | 6    | 10     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 1      | 1    | 2      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?        | Full-time     | Permanent           | CEO, KMPs, and HOBs | 1      | 0    | 1      |
|  |               |                     | Managers            | 13     | 3    | 16     |
|  |               |                     | Non-managers        | 58     | 25   | 83     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 1      | 0    | 1      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 2      | 0    | 2      |
|  |               |                     | Non-managers        | 14     | 0    | 14     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 1      | 0    | 1      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?      | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 12     | 0    | 12     |
|  |               |                     | Non-managers        | 1      | 131  | 132    |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 1    | 1      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Metal Ore Mining

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 5      | 1    | 6      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |

\* Total employees includes Non-binary



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# Workforce Management Statistics Table

Industry: Metal Ore Mining

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 1. How many employees were promoted?  | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 10     | 38   | 48     |
|   |               |                     | Non-managers        | 53     | 129  | 182    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 1    | 1      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 0    | 1      |
|   |               |                     | Non-managers        | 3      | 0    | 3      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 1    | 1      |
|   |               |                     | Managers            | 27     | 74   | 101    |
|   |               |                     | Non-managers        | 105    | 454  | 559    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 6      | 5    | 11     |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 2      | 0    | 2      |
|   |               |                     | Non-managers        | 17     | 5    | 22     |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 1    | 1      |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 19     | 29   | 48     |
|   |               |                     | Non-managers        | 133    | 471  | 604    |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 9    | 10     |
|   |               |                     | Non-managers        | 59     | 121  | 180    |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 0    | 1      |
|   |               |                     | Non-managers        | 6      | 0    | 6      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 1      | 2    | 3      |
|   |               |                     | Non-managers        | 7      | 5    | 12     |
|   | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Metal Ore Mining

| Question   | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|--|---------------|---------------------|---------------------|--------|------|--------|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 10     | 33   | 43     |
|  |               |                     | Non-managers        | 78     | 280  | 358    |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 2    | 2      |
|  |               |                     | Non-managers        | 15     | 17   | 32     |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 1      | 0    | 1      |
|  |               |                     | Non-managers        | 4      | 6    | 10     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 1      | 1    | 2      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?        | Full-time     | Permanent           | CEO, KMPs, and HOBs | 1      | 0    | 1      |
|  |               |                     | Managers            | 13     | 3    | 16     |
|  |               |                     | Non-managers        | 58     | 25   | 83     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 1      | 0    | 1      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 2      | 0    | 2      |
|  |               |                     | Non-managers        | 14     | 0    | 14     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 1      | 0    | 1      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?      | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 12     | 0    | 12     |
|  |               |                     | Non-managers        | 1      | 131  | 132    |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 1    | 1      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Metal Ore Mining

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 5      | 1    | 6      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 1      | 0    | 1      |

\* Total employees includes Non-binary

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