

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Corporate group of: South32 Limited

Total group employee count: 3,624

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 | 113 | 252 | 0 | 0 | 365 |
| | Full-time contract | 2 | 0 | 0 | 0 | 2 |
| | Part-time permanent | 6 | 5 | 0 | 0 | 11 |
| Professionals | Full-time permanent | 257 | 608 | 5 | 19 | 865 |
| | Full-time contract | 7 | 6 | 0 | 0 | 13 |
| | Part-time permanent | 41 | 24 | 0 | 0 | 65 |
| | Part-time contract | 3 | 0 | 0 | 0 | 3 |
| Technicians And Trades Workers | Full-time permanent | 34 | 703 | 0 | 2 | 737 |
| | Full-time contract | 14 | 20 | 14 | 19 | 34 |
| | Part-time permanent | 1 | 21 | 0 | 0 | 22 |
| Clerical And Administrative Workers | Full-time permanent | 55 | 43 | 0 | 0 | 98 |
| | Full-time contract | 0 | 1 | 0 | 0 | 1 |
| | Part-time permanent | 5 | 0 | 0 | 0 | 5 |
| Machinery Operators And Drivers | Full-time permanent | 202 | 1,166 | 0 | 0 | 1,368 |
| | Full-time contract | 1 | 0 | 0 | 0 | 1 |
| | Part-time permanent | 12 | 19 | 0 | 0 | 31 |
| Other | Full-time permanent | 1 | 2 | 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 | |
| CEO | Full-time permanent | 0 | 1 | 1 |
| KMP | Full-time permanent | 2 | 2 | 4 |
| HOB | Full-time permanent | 1 | 2 | 3 |
| GM | Full-time permanent | 18 | 31 | 49 |
| SM | Full-time permanent | 4 | 11 | 15 |
| | Part-time permanent | 1 | 0 | 1 |
| OM | Full-time permanent | 88 | 205 | 293 |
| | Part-time permanent | 5 | 5 | 10 |
| OM | Full-time contract | 2 | 0 | 2 |
| | Part-time permanent | 5 | 5 | 10 |

* 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 | 7 | 15 | 29 | 88 | 139 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 2 | 2 | 4 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| 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 | 4 | 5 | 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 | 17 | 45 | 84 | 258 | 404 |
| Part-time | Permanent | 0 | 0 | 1 | 0 | 4 | 8 | 13 |
| Full-time | Fixed-term | 0 | 0 | 1 | 0 | 2 | 1 | 4 |
| 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 | 9 | 23 | 76 | 293 | 401 |
| Part-time | Permanent | 0 | 0 | 0 | 1 | 4 | 0 | 5 |
| Full-time | Fixed-term | 0 | 0 | 1 | 2 | 16 | 12 | 31 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 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 | 8 | 20 | 60 | 180 | 268 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 8 | 8 | 16 |
| Full-time | Fixed-term | 0 | 0 | 1 | 0 | 5 | 2 | 8 |
| 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 | 7 | 1 | 46 | 21 | 75 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 4 | 2 | 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 | 9 | 0 | 89 | 98 |
| 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 | 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