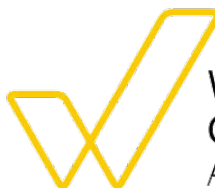




Date Created: 31-05-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

St Ives Gold Mining Company Pty Limited 44098386273

Agnew Gold Mining Company Pty Limited 39098385883

Gold Fields Australia Pty Limited 91098385285

GSM Mining Company Pty Ltd 42165235030

Gruyere Management Pty Ltd 33615728795

# #Workplace Overview

## Policies and Strategies

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

**Recruitment:** Yes

Policy

**Retention:** Yes

Policy

**Performance management processes:** Yes

Policy

**Promotions:** Yes.

Strategy

**Talent identification/identification of high potentials:** YesPolicy

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Strategy

**Key performance indicators for managers relating to gender equality:** YesPolicy

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

YesPolicy

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

A framework continues to be in place detailing activities and processes aimed at creating gender equity across the business. This has been matured and continues to evolve - including external partnerships, data analytics, varying initiatives and actions, mentoring, and supporting the pipeline of female talent within the business and across industry. The Superintendent: Inclusion and Engagement continues to progress work in this space.

The business scorecard has performance targets for the achievement of gender diversity in leadership, mining roles and across the business.

## Governing Bodies

Date Created: 31-05-2023

**Organisation:** St Ives Gold Mining Company Pty Limited

**1.Name of the governing body:** Gold Fields Australia Pty Limited

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	4	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

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

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Do not have control over governing body/appointments

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

No

**Selected value:** Not aware of the need; Other

**Other value:** Our parent company resides in South Africa, where the policy for governing body and its members are defined at group level.

**Organisation:** Agnew Gold Mining Company Pty Limited

**1.Name of the governing body:** Gold Fields Australia Pty Limited

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy

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

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Do not have control over governing body/appointments

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

No

**Selected value:** Not aware of the need; Other

**Other value:** Our parent company resides in South Africa, where the policy for governing body and its members are defined at group level.

**Organisation:** Gold Fields Australia Pty Limited

**1. Name of the governing body:** Gold Fields Australia Pty Limited

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

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

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Do not have control over governing body/appointments

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

No

**Selected value:** Not aware of the need; Other

**Other value:** Our parent company resides in South Africa, where the policy for governing body and its members are defined at group level.

**Organisation:** GSM Mining Company Pty Ltd

**1. Name of the governing body:** Gold Fields Australia Pty Limited

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

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

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Do not have control over governing body/appointments

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

No

**Selected value:** Not aware of the need; Other

**Other value:** Our parent company resides in South Africa, where the policy for governing body and its members are defined at group level.

**Organisation:** Gruyere Management Pty Ltd

**1.Name of the governing body:** Gold Fields Australia Pty Limited

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
<b>Member</b>	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	2	4	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

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

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Do not have control over governing body/appointments

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

No

**Selected value:** Not aware of the need; Other

**Other value:** Our parent company resides in South Africa, where the policy for governing body and its members are defined at group level.

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

# #Action on gender equality

## Gender Pay Gaps

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

Yes

Policy

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

Yes

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

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

2023-03-31

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

Gender pay gaps are reviewed on an annual basis and adjustments made, if required, during the salary review process.

## Employer action on pay equality

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



Yes

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

Within the last 12 months

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

Yes

Created a pay equity strategy or action plan; Identified cause/s of the gaps;  
Analysed commencement salaries by gender to ensure there are no pay gaps;  
Corrected like-for-like gaps

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

A base salary remuneration gap analysis was undertaken comparing base salaries paid to men and women in equivalent roles. In addition, analysis was conducted on functions with a high concentration of female employees in comparison to functions with equivalent levels of work with a higher concentration of male employees.

Variable pay components are not included in this assessment, as employees in the same levels qualify for the same quantum, regardless of gender.

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

## Employee Consultation

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

Yes

**1.1 How did you consult employees?**

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

**1.2 Who did you consult?**

ALL staff

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

Yes

Strategy

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

Employees:

## Shareholder:

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

Yes

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

Our Respectful Workplaces #listen program was implemented in 2022 in response to a first tranche of recommendations from initial gender safety consultations, consisting of a leader-led, behaviour change based program to encourage a preventative approach and respectful speaking up, listening, allyship and support.

This program is augmented by information, resources and training on diversity, unconscious bias, workplace behaviours and compulsory education on our Code of Conduct for all employees.

The services of Elizabeth Broderick and Co were also commissioned last year to conduct a rigorous external consultation process and make recommendations to mitigate and address sexual harassment, bullying and discrimination in the workforce at a global level.

Consultation and the development of more two-way, trauma informed communications mechanisms is at the heart of our approach to gender safety.

# #Flexible Work

## Flexible Working

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

Yes

Policy

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

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

Yes

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

No

Other

**Other:**

**Employees are surveyed on whether they have sufficient flexibility**

Yes

**Employee training is provided throughout the organisation**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

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

No

Other

**Other:** On an informal basis.

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Other

**Other:** No targets have been established but the business considers all applications.

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

No

Other

**Other:** No formal metrics in place but the leadership team approve all applications so are aware of the uptake.

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

No

Other

Date Created: 31-05-2023

**Other:** Under review, other initiatives being prioritised at this time.

**Leaders are held accountable for improving workplace flexibility**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

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

No

Other

**Other:** No targets have been established but the business considers all applications irrespective of gender.

**Team-based training is provided throughout the organisation**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

**Other:** No

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

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** Yes

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

**Flexible hours of work:** Yes

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

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** Yes

SAME options for women and men Formal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

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

Yes

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

Yes, women and men

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

As from 1st January 2023, we have introduced 9-day fortnight roster in our Perth Office, with two panels - providing the employees with the option to opt in or opt out.

All employees have equal access to our Flexible Work Arrangement Policy to formalise these arrangements. The company's commitment to ensuring employees achieve their work/life balance continues.

# #Employee Support

## Paid Parental leave

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

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

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

At our 2022 Enterprise Agreement, we increased the employer-funded paid parental leave entitlements for both primary carers leave (from 16 weeks to 18 weeks) and

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secondary carers leave (from 2 weeks to 6 weeks), also reduced the qualifying period for both primary and secondary carers leave (from 12 months to 6 months).

During the period of unpaid parental leave, we pay superannuation and bonus.

## Support for carers

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

No

Other

**Other:** This is managed on an informal basis and included in the flexible work policy.

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

**2.1. Employer subsidised childcare**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

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

No

Other

**Other:** Employees who are on primary parental leave are eligible to continue accruing their Health Insurance Allowance during periods of unpaid leave, which is then paid to the employees as a lump-sum upon their return from parental leave.

**2.3. Breastfeeding facilities**

Yes

Available at SOME worksites

**2.4. Childcare referral services**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

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

No

Other

**Other:** Coaching for employees on returning to work from parental leave is available to all workforce upon request.

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

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

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

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

**2.9. Parenting workshops targeting fathers**

No

Other

**Other:** Relationship workshop for FIFO families are provided on sites.

**2.10. Parenting workshops targeting mothers**

No

Other

**Other:** Relationship workshop for FIFO families are provided on sites.

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

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

**2.13. On-site childcare**

No

Other

**Other:** Under review, other initiatives being prioritised at this time.

**2.14. Other details:** No

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

The business has created Microsoft Teams Employee Groups including a Wellness Team for targeted communications. This has the ability (although does not specifically cater at this stage) for those with family or caring responsibilities.

## Sexual harassment, harassment on the grounds of sex or discrimination

Date Created: 31-05-2023

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

Yes

Policy; Strategy

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

Yes

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

All Non-Managers

Yes

**Voluntary question: All Non-Managers**

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

Across the business we engage with external training providers to provide regular training in sexual harassment and discrimination. Our mine sites include sex-based harassment training and information during the induction process. Other supporting information is included in the Company's Code of Conduct training that is compulsory for all employees.

There has been significant increase in engagement with our business partners of our focus to report the allegations of any sexual harassment to our site leadership teams, or our human resources teams on sites, so that the investigations are of appropriate standard, and that the disciplinary outcomes are aligned within the business.

## Family or domestic violence

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

No

Other

**Provide Details:** This forms part of our Leave Policy. We do not have a standalone policy.

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



**family or domestic violence?**

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

No

Other

**Provide Details:** Included in the policy rather than an enterprise agreement.

**Confidentiality of matters disclosed**

Yes

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

Yes

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

Yes

**Emergency accommodation assistance**

No

Other

**Provide Details:** We will review and provide assistance where required as per case by case basis.

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

No

Other

**Provide Details:** We will review and provide assistance where required as per case by case basis.

**Flexible working arrangements**

Yes

**Offer change of office location**

No

Other

**Provide Details:** We will review and provide assistance where required as per case by case basis.

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

No

Other

**Provide Details:** We will review and provide assistance where required as per case by case basis.

**Training of key personnel**

No

Other

**Provide Details:** Under review, will assess in next 12 months.

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

No

Other

**Provide Details:** Under review, will assess in next 12 months.

**Workplace safety planning**

No

Other

**Provide Details:** Under review, will assess in next 12 months.

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

Yes

**Is the leave period unlimited?**

No

**Number of Days:**

14

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

No

Other

**Other Details:** Included in our enterprise agreement.

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

No

Other

**Provide Details:**It covers under Unpaid Leave Policy.

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Provide Details:** No

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

# 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	1	0	1
			Managers	15	27	42
			Non-managers	41	107	148
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	10	25	35
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	1	4
		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	20	41	61
			Non-managers	56	168	224
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	0	1
			Managers	0	0	0
			Non-managers	28	44	72
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	4	0	4
		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
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	3	3
			Managers	10	22	32
			Non-managers	86	233	319
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	46	59	105
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	0	1
			Managers	0	0	0
			Non-managers	5	1	6
	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	3	3	
			Managers	6	15	21	
			Non-managers	69	184	253	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	5	7	12	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	1	1
				Non-managers	8	1	9
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	2	0	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	0	0	0	
			Managers	4	1	5	
			Non-managers	16	3	19	
		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	5	0	5
				Non-managers	11	0	11
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	2	14	16	
			Non-managers	2	71	73	
		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	0	0	0
				Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	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	4	0	4
		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	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: 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	58	197	0	0	255
	Full-time contract	1	1	0	0	2
	Part-time permanent	8	0	0	0	8
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	90	230	0	0	320
	Full-time contract	15	23	0	0	38
	Part-time permanent	15	2	0	0	17
	Part-time contract	2	4	0	0	6
Technicians And Trades Workers	Full-time permanent	13	429	0	0	442
	Part-time permanent	1	1	0	0	2
Community And Personal Service Workers	Full-time permanent	8	11	0	0	19
Clerical And Administrative Workers	Full-time permanent	56	24	0	0	80
	Full-time contract	5	0	0	0	5
	Part-time permanent	8	0	0	0	8
	Part-time contract	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	77	398	0	0	475
	Full-time contract	10	8	0	0	18
	Part-time permanent	0	1	0	0	1
	Part-time contract	0	1	0	0	1
Labourers	Full-time permanent	15	55	0	0	70
	Full-time contract	2	3	0	0	5
	Part-time permanent	2	1	0	0	3
Other	Full-time permanent	0	0	22	34	56
	Full-time contract	0	0	9	25	34

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

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Metal Ore Mining

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	1	1	2
KMP	Full-time permanent	1	7	8
	Part-time contract	1	0	1
GM	Full-time permanent	0	11	11
SM	Full-time permanent	19	60	79
	Part-time permanent	2	0	2
OM	Full-time permanent	37	118	155
	Full-time contract	1	1	2
	Part-time permanent	6	0	6

\* Total employees includes Non-binary