



Date Created: 14-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**





Date Created: 14-06-2023

# 2022 - 23 Gender Equality Reporting

## Submitted By:

Elders Limited 34004336636

Elders Rural Services Australia Limited 72004045121

AUSTRALIAN INDEPENDENT RURAL RETAILERS PTY LTD 36112308835

B. & W. RURAL PTY LIMITED 33068943528

# #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.  
Policy  
**Talent identification/identification of high potentials:** YesStrategy  
**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.

## Governing Bodies

**Organisation:** Elders Limited

**1.Name of the governing body:** Elders Limited Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

Chair
-------

Date Created: 14-06-2023

	Female (F)	Male (M)	Non-Binary
	0	1	0
<b>Member</b>			
	Female (F)	Male (M)	Non-Binary
	3	2	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:** Governing body has gender balance (i.e. 40% women / 40% men / 20% any gender)

**Details:**

**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?**

Yes

**Selected value:** Strategy

**Organisation:** Elders Rural Services Australia Limited

**1. Name of the governing body:** Elders Limited Board of Directors

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
<b>Member</b>			
	Female (F)	Male (M)	Non-Binary
	3	2	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:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**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?**

Yes

**Selected value:** Strategy

**Organisation:** AUSTRALIAN INDEPENDENT RURAL RETAILERS PTY LTD

**1. Name of the governing body:** Elders Limited Board of Directors

**2. Type of the governing body:** Board of Directors

**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>
	3	2	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:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

**Details:**

**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?**

Yes

**Selected value:** Strategy

**Organisation:** B. & W. RURAL PTY LIMITED

**1.Name of the governing body:** Elders Limited Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

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

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	2	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:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

## Details:

**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?**

Yes

**Selected value:** Strategy

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

Whilst there is no target to increase representation of women on the governing body (due to current gender balance), targets have been set to maintain at least 40% female representation in the future.

# #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 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?**

31/03/2023

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

## Employer action on pay equality

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

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

Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed commencement salaries by gender to ensure there are no pay gaps; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Implemented other changes (provide details):

**Other:** Developed regular gender-based pay gap analysis and reporting, and currently working with the executive and the board to implement short term to medium term targets and actions.

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

A like-for-like gap analysis; A by-level gap analysis; An overall organisation-wide gender pay gap

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

Elders has been conducting its own gender pay gap analysis through an external provider. The details of these analyses, findings and strategies to remedy have been shared and discussed with the governing body.

## 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?**

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:**

Yes

**Date:**10/06/2022

**Shareholder:**

Yes

**Date:**06/06/2022

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

No

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

Regarding governing body consultation, the Executive Summary report has been shared in addition to specific benchmarking reports and analyses that were conducted as part of the gender pay review with an external provider.

# #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

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

Yes

**Employee training is provided throughout the organisation**

No

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

No

**Flexible working is promoted throughout the organisation**

Yes

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

No

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

No

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

No

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

No

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

Yes

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

No

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

No

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

No

**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; Informal 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?**

Don't know / Not applicable

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

The Flexible Working Policy stipulates that all applications for formal flexible working can only be denied on the basis of a significant business impact. Furthermore, many employees have informal flexible working arrangements.

# #Employee Support

## Paid Parental leave

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

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

#### 1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes

##### 1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:

All, regardless of gender

##### 1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:

Birth; Adoption; Surrogacy; Stillbirth

##### 1.1.c. How do you pay employer funded paid parental leave to primary carers?

Paying the employee's full salary

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

Yes, on employer funded parental leave

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

12

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

61-70%

##### 1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

##### 1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months

**1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?**

Yes

**1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:**

All, regardless of gender

**1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:**

Birth; Adoption; Surrogacy; Stillbirth

**1.2.c. How do you pay employer funded paid parental leave to Secondary carers?**

Paying the employee's full salary

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

Yes, on employer funded parental leave

**1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?**

2

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

81-90%

**1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**

No

**1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**

Yes

Within 6 months

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

## Support for carers

Date Created: 14-06-2023

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

Yes

Policy

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

**2.1. Employer subsidised childcare**

No

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

No

**2.3. Breastfeeding facilities**

Yes

Available at SOME worksites

**2.4. Childcare referral services**

No

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

No

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

No

**2.7. Internal support networks for parents**

No

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

Yes

Available at ALL worksites

**2.9. Parenting workshops targeting fathers**

No

**2.10. Parenting workshops targeting mothers**

No

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

Yes

Available at ALL worksites

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

No

**2.13. On-site childcare**

No

**2.14. Other details: No**

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

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

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

Yes

Policy

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

Yes

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

**All Managers:**

Yes

At induction

Annually

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

## Family or domestic violence

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

Yes

Policy

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

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

No

**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

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

Yes

**Flexible working arrangements**

Yes



**Offer change of office location**

No

Other

**Provide Details: Individually managed on a case by case basis  
Access to medical services (e.g. doctor or nurse)**

No

**Training of key personnel**

No

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

Yes

**Workplace safety planning**

No

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

No

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?** 10

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

No

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Other:** No

**Provide Details:**

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

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		2	2
			Managers	18	27	45
			Non-managers	52	33	86
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	8		8
	N/A	Casual	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	1	3	4
			Non-managers	21	17	38
	Part-time	Permanent	Non-managers	6		6
	N/A	Casual	Non-managers		1	1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	3	39	42
			Non-managers	257	250	507
		Fixed-Term Contract	Managers		2	2
	Non-managers		22	19	41	
	Part-time	Permanent	Non-managers	57	7	64
		Fixed-Term Contract	Non-managers	7		7
	N/A	Casual	Managers		1	1
Non-managers			68	79	147	

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1
			Managers	7	24	31
			Non-managers	165	169	334
		Fixed-Term Contract	Managers		1	1
			Non-managers	16	15	31
			Non-managers			
	Part-time	Permanent	Non-managers	48	8	56
			Non-managers			
		Fixed-Term Contract	Managers	1		1
N/A	Casual	Non-managers	59	62	121	
		Non-managers				
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	3		3
			Non-managers	22		22
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	5		5
			Non-managers			
	N/A	Casual	Non-managers	2		2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		5	5

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Agriculture, Forestry and Fishing Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	2	2

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Agriculture, Forestry and Fishing Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	15	24	39
			Non-managers	49	31	81
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	8		8
	N/A	Casual	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	1	3	4
			Non-managers	21	17	38
	Part-time	Permanent	Non-managers	6		6
	N/A	Casual	Non-managers		1	1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	3	33	36
			Non-managers	237	222	459
		Fixed-Term Contract	Managers		2	2
			Non-managers	22	19	41
		Part-time	Permanent	Non-managers	57	6
	Fixed-Term Contract		Non-managers	7		7
	N/A	Casual	Managers		1	1
			Non-managers	54	62	116

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Agriculture, Forestry and Fishing Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1		1	
			Managers	7	22	29	
			Non-managers	151	147	298	
	Fixed-Term Contract	Managers		1	1		
		Non-managers	16	15	31		
	Part-time	Permanent	Non-managers	47	8	55	
			Fixed-Term Contract	Managers	1		1
			Non-managers	3		3	
N/A	Casual	Non-managers	46	45	91		
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	3		3	
			Non-managers	22		22	
		Fixed-Term Contract	Non-managers	1		1	
	Part-time	Permanent	Non-managers	4		4	
	N/A	Casual	Non-managers	1		1	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		5	5	

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Agriculture, Forestry and Fishing Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	2	2

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Basic Material Wholesaling

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	3	3	6
			Non-managers	3	2	5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		6	6
			Non-managers	20	28	48
	Part-time	Permanent	Non-managers		1	1
	N/A	Casual	Non-managers	14	17	31

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Basic Material Wholesaling

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers		2	2
			Non-managers	14	22	36
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	13	17	30
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	1		1

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	70	313	0	0	383
	Full-time contract	0	3	0	0	3
	Part-time permanent	14	5	0	0	19
	Casual	0	1	0	0	1
Professionals	Full-time permanent	64	92	0	0	156
	Full-time contract	10	17	2	0	29
	Part-time permanent	23	2	0	0	25
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	0	9	0	0	9
	Casual	0	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	351	57	0	0	409
	Full-time contract	15	8	0	0	23
	Part-time permanent	133	1	0	0	134
	Part-time contract	7	0	0	0	7
	Casual	64	9	0	0	73
Sales Workers	Full-time permanent	365	867	9	12	1,253
	Full-time contract	6	5	3	1	15
	Part-time permanent	70	33	0	1	104
	Part-time contract	1	2	0	0	3
	Casual	32	36	0	0	68
Machinery Operators And Drivers	Full-time permanent	7	100	0	0	107
	Part-time permanent	1	2	0	0	3
	Casual	5	38	0	0	43
Labourers	Full-time permanent	39	70	0	0	109
	Part-time permanent	12	9	0	0	21
	Part-time contract	1	0	0	0	1
	Casual	70	145	0	0	215

\* 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: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	2	2
	Part-time permanent	3	2	5
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	2	10	12
SM	Full-time permanent	19	79	98
	Part-time permanent	2	1	3
OM	Full-time permanent	49	220	269
	Full-time contract	0	3	3
	Part-time permanent	9	2	11
	Casual	0	1	1

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Agriculture, Forestry and Fishing Support Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	67	293	0	0	360
	Full-time contract	0	2	0	0	2
	Part-time permanent	14	5	0	0	19
	Casual	0	1	0	0	1
Professionals	Full-time permanent	63	90	0	0	153
	Full-time contract	10	17	2	0	29
	Part-time permanent	23	2	0	0	25
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	0	9	0	0	9
	Casual	0	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	335	55	0	0	391
	Full-time contract	15	8	0	0	23
	Part-time permanent	131	1	0	0	132
	Part-time contract	7	0	0	0	7
	Casual	63	8	0	0	71
Sales Workers	Full-time permanent	351	841	9	12	1,213
	Full-time contract	6	5	3	1	15
	Part-time permanent	67	33	0	1	101
	Part-time contract	1	2	0	0	3
	Casual	30	35	0	0	65
Machinery Operators And Drivers	Full-time permanent	4	67	0	0	71
	Part-time permanent	0	1	0	0	1
	Casual	3	31	0	0	34
Labourers	Full-time permanent	39	69	0	0	108
	Part-time permanent	12	9	0	0	21
	Part-time contract	1	0	0	0	1
	Casual	70	143	0	0	213

\* 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: Agriculture, Forestry and Fishing Support Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	2	2
	Part-time permanent	3	2	5
GM	Full-time permanent	2	10	12
SM	Full-time permanent	19	71	90
	Part-time permanent	2	1	3
OM	Full-time permanent	46	209	255
	Full-time contract	0	2	2
	Part-time permanent	9	2	11
	Casual	0	1	1

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Basic Material Wholesaling

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	3	20	0	0	23
	Full-time contract	0	1	0	0	1
Professionals	Full-time permanent	1	2	0	0	3
Clerical And Administrative Workers	Full-time permanent	16	2	0	0	18
	Part-time permanent	2	0	0	0	2
	Casual	1	1	0	0	2
Sales Workers	Full-time permanent	14	26	0	0	40
	Part-time permanent	3	0	0	0	3
	Casual	2	1	0	0	3
Machinery Operators And Drivers	Full-time permanent	3	33	0	0	36
	Part-time permanent	1	1	0	0	2
	Casual	2	7	0	0	9
Labourers	Full-time permanent	0	1	0	0	1
	Casual	0	2	0	0	2

\* 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: Basic Material Wholesaling

Manager category	Employment status	No. of employees		
		F	M	Total*
HOB	Full-time permanent	0	1	1
SM	Full-time permanent	0	8	8
OM	Full-time permanent	3	11	14
	Full-time contract	0	1	1

\* Total employees includes Non-binary