

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Pact Group Holdings Ltd
Total group employee count: 1,871

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	48	178	0	0	226
	Full-time contract	0	1	0	0	1
	Part-time permanent	5	5	0	0	10
Professionals	Full-time permanent	62	128	0	1	190
	Full-time contract	2	2	0	0	4
	Part-time permanent	7	1	0	0	8
Technicians And Trades Workers	Full-time permanent	23	278	0	3	301
	Part-time permanent	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	21	11	0	0	32
	Part-time permanent	6	0	0	0	6
Sales Workers	Full-time permanent	21	4	0	0	25
	Part-time permanent	4	0	0	0	4
Machinery Operators And Drivers	Full-time permanent	94	294	0	0	388
	Part-time permanent	1	0	0	0	1
	Casual	2	2	0	0	4
Labourers	Full-time permanent	337	302	0	0	639
	Part-time permanent	5	0	0	0	5
	Casual	13	12	0	0	25

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	2	1	0	0	3
HOB	Full-time permanent	0	5	0	0	5
GM	Full-time permanent	5	18	0	0	23
	Part-time permanent	1	1	0	0	2
SM	Full-time permanent	9	46	0	0	55
	Full-time contract	0	1	0	0	1
	Part-time permanent	4	0	0	0	4
OM	Full-time permanent	32	107	0	0	139
	Part-time permanent	0	4	0	0	4

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period
Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1	10	18	22	51
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

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

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

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	5	9	48	143	239	444
Part-time	Permanent	1	0	0	0	17	1	19
Full-time	Fixed-term	0	0	1	0	2	0	3
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	13	4	17

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	8	47	116	171
Part-time	Permanent	0	0	0	0	2	1	3
Full-time	Fixed-term	0	0	1	1	2	2	6
Part-time	Fixed-term	0	0	0	1	0	0	1
N/A	Casual	0	0	0	0	0	1	1

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	1	4	10	28	75	119
Part-time	Permanent	0	0	1	0	1	0	2
Full-time	Fixed-term	0	0	0	0	2	0	2
Part-time	Fixed-term	0	1	0	0	0	0	1
N/A	Casual	0	0	0	0	8	4	12

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	1	0	0	3	0	4
Part-time	Permanent	0	0	0	0	2	0	2
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 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	1	0	2	3
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

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

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

* Total employees includes Non-binary