

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Susquehanna Pacific Pty Ltd
Total group employee count: 350

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 | 6 | 32 | 0 | 0 | 38 |
| Professionals | Full-time permanent | 57 | 239 | 4 | 22 | 296 |
| | Full-time contract | 1 | 0 | 0 | 0 | 1 |
| | Part-time permanent | 1 | 1 | 0 | 0 | 2 |
| Clerical And Administrative Workers | Full-time permanent | 9 | 1 | 1 | 0 | 10 |
| | Full-time contract | 1 | 0 | 0 | 0 | 1 |
| | Part-time permanent | 2 | 0 | 0 | 0 | 2 |

* 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 | 0 | 3 | 0 | 0 | 3 |
| GM | Full-time permanent | 1 | 1 | 0 | 0 | 2 |
| OM | Full-time permanent | 5 | 27 | 0 | 0 | 32 |

* 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 | 2 | 1 | 1 | 3 | 7 |
| 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 | | | 2 | 1 | | | 3 |
| 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 | 0 | 0 | 3 | 16 | 19 |
| 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 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 | 1 | 2 | 21 | 61 | 85 |
| Part-time | Permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Full-time | Fixed-term | 0 | 0 | 0 | 0 | 7 | 15 | 22 |
| Part-time | Fixed-term | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 | 1 | 1 | 0 | 4 | 16 | 22 |
| 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 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 | 0 | 0 | 7 | 0 | 7 |
| 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 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 | 1 | 0 | 0 | 0 | 6 | 7 |
| 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 | 1 | 0 | 1 |
| 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