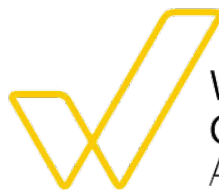




Date Created: 15-06-2023



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

The Trustee For NRW Unit Trust 69828799317

RCR Heat Treatment Pty Ltd 19631155032

Diab Engineering Pty Ltd 95611036689

Actionblast Pty Ltd 18058473331

Action Drill & Blast Pty Ltd 13144682413

NRW Contracting Pty Ltd 88008766407

NRW Holdings Limited 95118300217

Golding Group Pty Limited 97129247025

RCR Mining Technologies Pty Ltd 41107724274

Primero Group Limited 96149964045

# #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  
Policy  
**Key performance indicators for managers relating to gender equality:** NoOther  
**Other:** Informal approach on a case by case basis.
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?  
YesPolicy

Date Created: 15-06-2023

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:** The Trustee For NRW Unit Trust

**1.Name of the governing body:** NRW Holdings 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
	1	3	0

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

**Selected value:** Policy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 33.33

**6.2 Year of target to be reached:** 31/12/2023

**Selected value:**

**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:** Currently under development

**Estimated Completion Date:** 2023-12-31

**Organisation:** RCR Heat Treatment Pty Ltd

**1.Name of the governing body:** NRW Holdings Board of Directors

Date Created: 15-06-2023

**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
	1	3	0

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

**Selected value:** Policy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 33

**6.2 Year of target to be reached:** 31/12/2023

**Selected value:**

**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:** Currently under development

**Estimated Completion Date:** 2023-12-31

**Organisation:** Diab Engineering Pty Ltd

**1.Name of the governing body:** NRW Holdings 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

Date Created: 15-06-2023

0	1	0
<b>Member</b>		
<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
1	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 33

6.2 Year of target to be reached: 31/12/2023

Selected value:

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: Currently under development

Estimated Completion Date: 2023-12-31

Organisation: Actionblast Pty Ltd

1. Name of the governing body: NRW Holdings 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>
	1	3	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

**6. Target set to increase the representation of women: Yes**

**6.1 Percentage (%) of target: 33**

**6.2 Year of target to be reached: 31/12/2023**

**Selected value:**

**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:** Currently under development

**Estimated Completion Date:** 2023-12-31

**Organisation:** Action Drill & Blast Pty Ltd

**1.Name of the governing body:** NRW Holdings 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	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	1	3	0

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

**Selected value:** Policy

**6. Target set to increase the representation of women: Yes**

**6.1 Percentage (%) of target: 33**

**6.2 Year of target to be reached: 31/12/2023**

Selected value:

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: Currently under development

Estimated Completion Date: 2023-12-31

Organisation: NRW Contracting Pty Ltd

1.Name of the governing body: NRW Holdings 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
	1	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 33

6.2 Year of target to be reached: 31/12/2023

Selected value:

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: Currently under development



Date Created: 15-06-2023

Estimated Completion Date: 2023-12-31

Organisation: NRW Holdings Limited

1.Name of the governing body: NRW Holdings 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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 1	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 33

6.2 Year of target to be reached: 31/12/2023

Selected value:

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: Currently under development

Estimated Completion Date: 2023-12-31

Organisation: Golding Group Pty Limited

1.Name of the governing body: NRW Holdings 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) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 1	Male (M) 3	Non-Binary 0

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

Selected value: Policy

## 6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 33

6.2 Year of target to be reached: 31/12/2023

Selected value:

## 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: Currently under development

Estimated Completion Date: 2023-12-31

Organisation: RCR Mining Technologies Pty Ltd

1. Name of the governing body: NRW Holdings 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) 0	Male (M) 1	Non-Binary 0
Member	Female (F)	Male (M)	Non-Binary

1	3	0
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**4. Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 33

**6.2 Year of target to be reached:** 31/12/2023

**Selected value:**

**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:** Currently under development

**Estimated Completion Date:** 2023-12-31

**Organisation:** Primero Group Limited

**1. Name of the governing body:** NRW Holdings 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
	1	3	0

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

**Selected value:** Policy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target: 33**

**6.2 Year of target to be reached: 31/12/2023**

**Selected value:**

**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:** Currently under development

**Estimated Completion Date:** 2023-12-31

**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?**

NoCurrently under development

**Estimated completion date:** 2023-12-31

**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

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive

**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.

## 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?

No

Currently under development

**Estimated Completion Date:** 31/12/2023

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

**Employees:**

Yes

**Date:** 13/06/2022

**Shareholder:**

Yes

**Date:**13/06/2022

4. **Have you shared previous Executive Summary and IndustryBenchmark 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.**

# #Flexible Work

## Flexible Working

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

Yes

Strategy

- 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:** Case by case (where applicable)

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

No

Other

**Other:** Feedback provided in other forums such as engagement survey.

**Employee training is provided throughout the organisation**

No

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

No

Currently under development

**Estimated Completion Date: 2024-12-31**

**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

Currently under development

**Estimated Completion Date: 2023-12-31**

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

No

Currently under development

**Estimated Completion Date: 2024-12-31**

**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

**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:** No

Other

**Other:** Informal/case by case

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

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

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.

# #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?

81-90%

- 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 6 months

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

No

Government scheme is sufficient

**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

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

No

Other

**Other:** Informal/case by case basis

**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**

No

**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**

No

**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**

Yes

**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:** Case by case basis

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

No

**Flexible working arrangements**

Yes

**Offer change of office location**

No

Other

**Provide Details:** Case by case

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

No

Other

**Provide Details:** Case by case

**Training of key personnel**

No

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

No

**Workplace safety planning**

No

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

Yes

**Is the leave period unlimited?**

No

**How many days are provided?**

10

**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

Other

**Provide Details:**Case by case basis

**Access to unpaid leave**

No

Other

**Provide Details:**Case by case

**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: Exploration and Other Mining 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	3	4
			Managers	4	39	43
			Non-managers	113	443	556
		Fixed-Term Contract	Non-managers	9	105	114
	Part-time	Permanent	Non-managers	3	1	4
	N/A	Casual	Managers		1	1
			Non-managers	3	14	17
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	4	81	85
			Non-managers	141	691	832
		Fixed-Term Contract	Managers		2	2
			Non-managers	17	173	190
	Part-time	Permanent	Managers	1		1
			Non-managers	11		11
	N/A	Casual	Non-managers	10	188	198
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	6	42	48
			Non-managers	356	1,285	1,641
		Fixed-Term Contract	Managers	1	1	2
			Non-managers	52	786	838
	Part-time	Permanent	Managers	1	1	2
			Non-managers	11	1	12
	N/A	Casual	Managers		3	3
			Non-managers	45	400	445

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Exploration and Other Mining 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	4	51	55
			Non-managers	193	821	1,014
		Fixed-Term Contract	Managers		1	1
			Non-managers	23	232	255
	Part-time	Permanent	Non-managers	10	2	12
	N/A	Casual	Non-managers	15	97	112
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	21	6	27
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	5		5
	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
		Fixed-Term Contract	Non-managers		1	1

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Exploration and Other Mining 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	3	3

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Exploration and Other Mining 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	3	4
			Managers	4	39	43
			Non-managers	113	443	556
		Fixed-Term Contract	Non-managers	9	105	114
	Part-time	Permanent	Non-managers	3	1	4
	N/A	Casual	Managers		1	1
			Non-managers	3	14	17
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	4	81	85
			Non-managers	141	691	832
		Fixed-Term Contract	Managers		2	2
			Non-managers	17	173	190
	Part-time	Permanent	Managers	1		1
			Non-managers	11		11
	N/A	Casual	Non-managers	10	188	198
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	6	42	48
			Non-managers	356	1,285	1,641
		Fixed-Term Contract	Managers	1	1	2
			Non-managers	52	786	838
	Part-time	Permanent	Managers	1	1	2
			Non-managers	11	1	12
	N/A	Casual	Managers		3	3
			Non-managers	45	400	445

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Exploration and Other Mining 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	4	51	55
			Non-managers	193	821	1,014
		Fixed-Term Contract	Managers		1	1
			Non-managers	23	232	255
	Part-time	Permanent	Non-managers	10	2	12
	N/A	Casual	Non-managers	15	97	112
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	21	6	27
		Fixed-Term Contract	Non-managers	1		1
	Part-time	Permanent	Non-managers	5		5
	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
		Fixed-Term Contract	Non-managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Exploration and Other Mining 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	3	3

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Exploration and Other Mining 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	30	358	0	0	388
	Full-time contract	1	1	0	0	2
	Part-time permanent	6	1	0	0	7
	Casual	0	13	0	0	13
Professionals	Full-time permanent	134	546	1	33	714
	Full-time contract	2	11	0	1	14
	Part-time permanent	21	7	0	0	28
	Casual	6	44	0	0	50
Technicians And Trades Workers	Full-time permanent	9	1,018	0	12	1,039
	Full-time contract	0	20	6	95	121
	Casual	1	162	0	0	163
Clerical And Administrative Workers	Full-time permanent	198	65	0	2	265
	Full-time contract	4	2	0	0	6
	Part-time permanent	27	2	0	0	29
	Casual	12	26	0	0	38
Machinery Operators And Drivers	Full-time permanent	314	1,639	0	0	1,953
	Full-time contract	11	59	0	0	70
	Part-time permanent	2	4	0	0	6
	Casual	12	22	0	0	34
Labourers	Full-time permanent	24	229	0	1	254
	Full-time contract	4	6	0	0	10
	Part-time permanent	4	1	0	0	5
	Casual	19	159	0	0	178

\* Categorised 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: Exploration and Other Mining Support Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	5	6
HOB	Full-time permanent	0	5	5
GM	Full-time permanent	4	28	32
SM	Full-time permanent	6	117	123
	Part-time permanent	1	1	2
	Casual	0	2	2
OM	Full-time permanent	19	202	221
	Full-time contract	1	1	2
	Part-time permanent	5	0	5
	Casual	0	11	11

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Exploration and Other Mining 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	30	358	0	0	388
	Full-time contract	1	1	0	0	2
	Part-time permanent	6	1	0	0	7
	Casual	0	13	0	0	13
Professionals	Full-time permanent	134	546	1	33	714
	Full-time contract	2	11	0	1	14
	Part-time permanent	21	7	0	0	28
	Casual	6	44	0	0	50
Technicians And Trades Workers	Full-time permanent	9	1,018	0	12	1,039
	Full-time contract	0	20	6	95	121
	Casual	1	162	0	0	163
Clerical And Administrative Workers	Full-time permanent	198	65	0	2	265
	Full-time contract	4	2	0	0	6
	Part-time permanent	27	2	0	0	29
	Casual	12	26	0	0	38
Machinery Operators And Drivers	Full-time permanent	314	1,639	0	0	1,953
	Full-time contract	11	59	0	0	70
	Part-time permanent	2	4	0	0	6
	Casual	12	22	0	0	34
Labourers	Full-time permanent	24	229	0	1	254
	Full-time contract	4	6	0	0	10
	Part-time permanent	4	1	0	0	5
	Casual	19	159	0	0	178

\* Categorised 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: Exploration and Other Mining Support Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	1	5	6
HOB	Full-time permanent	0	5	5
GM	Full-time permanent	4	28	32
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\* Total employees includes Non-binary