



Australian Government



Workplace  
Gender Equality  
Agency

## 2021 - 22 Gender Equality Reporting

Submitted by:

**Ampol Retail Pty Ltd (ABN:64000175342)**

**Ampol Limited (ABN:40004201307)**

**Ampol Aviation Pty Ltd (ABN:37058703067)**

**Ampol Refineries (Qld) Pty Ltd  
(ABN:46008425581)**

**Ampol Petroleum Distributors Pty Ltd  
(ABN:85005632860)**

**Ampol Australia Petroleum Pty Ltd  
(ABN:17000032128)**

Date: 2022-06-27

# #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( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Retention	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Performance management processes	Yes( <i>Select all that apply</i> )
...Yes	Policy Strategy
...Promotions	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Talent identification/identification of high potentials	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Succession planning	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Training and development	Yes( <i>Select all that apply</i> )
...Yes	Strategy
...Key performance indicators for managers relating to gender equality	Yes( <i>Select all that apply</i> )
...Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

...Yes	Strategy
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3: Does your organisation have any of the following targets to address gender equality in your workplace?

Reduce the gender pay gap  
Increase the number of women in leadership positions

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

Ampol promotes an equal opportunity workplace in all the existing process such as recruitment, promotion, talent and succession planning.

## Governing bodies

### Ampol Retail Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

### Ampol Limited

1: Does this organisation have a governing body?	Yes( <i>Provide further details on the governing body(ies) and its composition</i> )
1.1: What is the name of your governing body?	Ampol Limited Board of Directors
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	3
...Male	3
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes( <i>Select all that apply</i> )
	Strategy
1.5: Has a target been set to increase the representation of women on this governing	No( <i>Select all that apply</i> )

body?	
	Other (provide details)
	A target to have women hold no less than 30% of board positions is quoted in Ampol's 2021 Corporate Governance Disclosure published 21 Feb 2022.
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes( <i>Select all that apply.</i> )
	Strategy Policy

*Ampol Aviation Pty Ltd*

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

*Ampol Refineries (Qld) Pty Ltd*

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	

...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

*Ampol Petroleum Distributors Pty Ltd*

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

*Ampol Australia Petroleum Pty Ltd*

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

Ampol Limited Board target gender representation is aligned with ASX listing principles at 30%. Ampol's Board of Directors currently has 37.5% female representation.

# #Action on gender equality

## Gender pay gaps

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

Yes(*Select all that apply*)

...Yes

Strategy  
Policy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(*Select all that apply*)

...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 be transparent about pay scales and/or salary bands  
To ensure managers are held accountable for pay equity outcomes  
To achieve gender pay equity

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

31-Mar-2022

## Employer action on pay equity

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(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

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(*Select all that apply*)

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

Reviewed remuneration decision-making processes  
Analysed commencement salaries by gender to ensure there are no pay gaps  
Analysed performance pay to ensure there is no gender bias (including unconscious bias)  
Analysed performance ratings to ensure there is no gender bias (including unconscious bias)  
Set targets to reduce any organisation-wide gap  
Reported pay equity metrics (including gender

.. Yes	pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) externally Trained people-managers in addressing gender bias (including unconscious bias) Corrected like-for-like gaps
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	Ampol is increasing the frequency and granularity of its internal reporting of pay equity for the organisations senior leaders

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

Through the course of the 2022 annual salary review the organisation wide pay gap on base salary improved from 1.4% to 0.8% (in favour of males in like-for-like roles)

## Employee consultation

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

Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?	Survey Focus groups Exit interviews
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(Select all that apply.)

...Yes	Strategy
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3: On what date did your organisation share your previous year's public reports with employees?

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?	1-Apr-2022
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5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

No

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



Ampol's commitments to diversity and inclusion, which includes gender equality, and achievement of targets are reported annually in our Corporate Governance Statement. The 2022 Corporate Governance Statement will be published in February 2023 and will include links to the WGEA Data Explorer.

# #Flexible work

## Flexible working

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

Yes (*Select all that apply*)

...Yes	Strategy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	Yes
...Targets have been set for men's engagement in flexible work	Yes
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	Yes
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	Yes
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes
...Other (provide details)	No

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

...Flexible hours of work Yes (*Select one option only*)

...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Informal options are available Formal options are available
...Time-in-lieu	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Informal options are available Formal options are available
...Telecommuting (e.g. working from home)	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Job sharing	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Informal options are available
...Carer's leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...SAME options for women and men	Formal options are available
...Purchased leave	No( <i>You may specify why the above option is not available to your employees.</i> )
...No	Currently under development( <i>Select the estimated completion date.</i> )
...Currently under development	1-Sep-2022
...Unpaid leave	Yes( <i>Select one option only</i> )
...Yes	SAME options for women and men( <i>Select all that apply</i> )
...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

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

No

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

No

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Training for all employees on how to work with flexible and remote/hybrid teams

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

Workplace flexibility is a central element of Ampol's broader diversity and inclusion strategy. It is one of our 3 pillars being 1) Gender, 2) Aboriginal and Torres Straight Islander Peoples and 3) Flexibility and Inclusion. We have deployed a framework for hybrid working across the organisation. Targets are not seen as appropriate or affective in managing consistency across the organisation.

# #Employee support

## Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) 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( <i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i> )
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?	10-20%
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?	No
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
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?	Within 12 months
.. Yes	

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes( <i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i> )
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?	10-20%
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
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?	Within 12 months
.. Yes	

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.

20.1% of employees are eligible for paid parental leave. Ampol employs a workforce of 8,404 of which 6,716 are either casual employees or employees of Ampol Retail Pty Ltd who are not eligible for paid parental leave.

## Support for carers

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

Yes(*Select all that apply*)

...Yes

Policy  
Strategy

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

...Employer subsidised childcare	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...On-site childcare	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Breastfeeding facilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...Childcare referral services	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Internal support networks for parents	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Information packs for new parents and/or those with elder care responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at ALL worksites
...Support in securing school holiday care	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Coaching for employees on returning to work from paid parental leave	No( <i>You may specify why the above support mechanism is not available to your employees.</i> )
...No	Not a priority
...Parenting workshops targeting mothers	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...Parenting workshops targeting fathers	Yes( <i>Please indicate the availability of this support mechanism.</i> )
...Yes	Available at SOME worksites
...Other (provide details)	No

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

Ampol provides a range of support services to all employees, and a return to work bonus of 12% of base salary to eligible employees.

### Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(Select all that apply)

...Yes

Policy  
Strategy

1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

...All managers

Yes(Please indicate how often is this training provided (select all that apply):)

...Yes

At induction  
Every one-to-two years

...All employees

Yes(Please indicate how often is this training provided (select all that apply):)

...Yes

At induction  
Every one-to-two years

3: If your organisation would like to provide additional information relating to sex-based harassment and 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(Select all that apply)

...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?

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

Yes

...Training of key personnel

Yes

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

Yes

...Workplace safety planning

Yes



...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes( <i>Is the leave period unlimited?</i> )
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes( <i>Is the leave period unlimited?</i> )
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes( <i>Is the leave period unlimited?</i> )
...Access to unpaid leave	Yes( <i>Is the leave period unlimited?</i> )
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	Yes
...Access to medical services (e.g. doctor or nurse)	Yes
...Other (provide details)	No

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

# 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	347	531	0	0	878
	Full-time contract	0	5	0	0	5
	Part-time permanent	12	3	0	0	15
Professionals	Full-time permanent	171	363	1	1	536
	Full-time contract	6	21	0	0	27
	Part-time permanent	22	5	0	0	27
	Part-time contract	1	1	0	0	2
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	20	231	0	0	251
	Part-time permanent	1	5	0	0	6
	Part-time contract	1	8	0	0	9
	Casual	0	6	0	0	6
Clerical And Administrative Workers	Full-time permanent	120	114	7	9	250
	Full-time contract	4	6	0	0	10
	Part-time permanent	12	0	0	0	12
	Part-time contract	2	0	0	0	2
Sales Workers	Full-time permanent	173	144	0	0	317
	Full-time contract	3	0	0	0	3
	Part-time permanent	587	696	0	0	1,283
	Part-time contract	1	0	0	0	1
	Casual	2,024	2,591	0	0	4,615
Machinery Operators And Drivers	Full-time permanent	3	101	0	0	104
	Part-time permanent	1	17	0	0	18
	Part-time contract	0	8	0	0	8
	Casual	1	17	0	0	18

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

\*\* Total employees includes Gender X

# Workplace Profile Table

Industry: All Industries

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	1	3	4
HOB	-1	Full-time permanent	1	2	3
GM	-2	Full-time permanent	10	14	24
		Full-time contract	0	1	1
		Part-time permanent	1	0	1
	-3	Full-time permanent	6	8	14
		Part-time permanent	0	1	1
SM	-2	Full-time permanent	4	3	7
	-3	Full-time permanent	17	34	51
		Part-time permanent	1	1	2
	-4	Full-time permanent	0	3	3
OM	-1	Full-time permanent	1	0	1
	-2	Full-time permanent	1	1	2
	-3	Full-time permanent	7	13	20
		Part-time permanent	1	0	1
	-4	Full-time permanent	46	102	148
		Full-time contract	0	2	2
		Part-time permanent	3	1	4
	-5	Full-time permanent	156	194	350
		Full-time contract	0	1	1
		Part-time permanent	3	0	3
	-6	Full-time permanent	97	153	250
		Full-time contract	0	1	1
		Part-time permanent	3	0	3

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Petroleum and Coal Product Manufacturing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	112	256	0	0	368
	Full-time contract	0	5	0	0	5
	Part-time permanent	7	3	0	0	10
Professionals	Full-time permanent	168	357	1	1	527
	Full-time contract	6	21	0	0	27
	Part-time permanent	22	5	0	0	27
	Part-time contract	1	1	0	0	2
	Casual	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	20	231	0	0	251
	Part-time permanent	1	5	0	0	6
	Part-time contract	1	8	0	0	9
	Casual	0	6	0	0	6
Clerical And Administrative Workers	Full-time permanent	120	114	7	9	250
	Full-time contract	4	6	0	0	10
	Part-time permanent	12	0	0	0	12
	Part-time contract	2	0	0	0	2
Sales Workers	Full-time permanent	23	20	0	0	43
	Full-time contract	3	0	0	0	3
	Part-time permanent	2	3	0	0	5
	Part-time contract	1	0	0	0	1
	Casual	1	2	0	0	3
Machinery Operators And Drivers	Full-time permanent	3	101	0	0	104
	Part-time permanent	1	17	0	0	18
	Part-time contract	0	8	0	0	8
	Casual	1	17	0	0	18

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

\*\* Total employees includes Gender X

# Workplace Profile Table

Industry: Petroleum and Coal Product Manufacturing

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	1	3	4
HOB	-1	Full-time permanent	1	2	3
GM	-2	Full-time permanent	10	14	24
		Full-time contract	0	1	1
		Part-time permanent	1	0	1
	-3	Full-time permanent	6	8	14
		Part-time permanent	0	1	1
SM	-2	Full-time permanent	4	3	7
	-3	Full-time permanent	17	34	51
		Part-time permanent	1	1	2
	-4	Full-time permanent	0	3	3
OM	-1	Full-time permanent	1	0	1
	-2	Full-time permanent	1	1	2
	-3	Full-time permanent	7	13	20
		Part-time permanent	1	0	1
	-4	Full-time permanent	46	102	148
		Full-time contract	0	2	2
		Part-time permanent	3	1	4
	-5	Full-time permanent	13	65	78
		Full-time contract	0	1	1
	-6	Full-time permanent	5	7	12
		Full-time contract	0	1	1
Part-time permanent		1	0	1	

\* Total employees includes Gender X

## Workplace Profile Table

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

\*\* Total employees includes Gender X

## Workplace Profile Table

\* Total employees includes Gender X

# Workplace Profile Table

Industry: Fuel Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	235	275	0	0	510
	Part-time permanent	5	0	0	0	5
Professionals	Full-time permanent	3	6	0	0	9
Sales Workers	Full-time permanent	150	124	0	0	274
	Part-time permanent	585	693	0	0	1,278
	Casual	2,023	2,589	0	0	4,612

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

\*\* Total employees includes Gender X



# Workplace Profile Table

Industry: Fuel Retailing

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
OM	-5	Full-time permanent	143	129	272
		Part-time permanent	3	0	3
	-6	Full-time permanent	92	146	238
		Part-time permanent	2	0	2

\* Total employees includes Gender X

## Workplace Profile Table

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

\*\* Total employees includes Gender X

## Workplace Profile Table

\* Total employees includes Gender X

# 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	Managers	76	66	142
			Non-managers	100	81	181
	Part-time	Permanent	Managers	1		1
			Non-managers	1		1
		Fixed-Term Contract	Non-managers	1		1
	2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	31	45
Non-managers				47	53	100
Fixed-Term Contract			Non-managers	2		2
Part-time		Permanent	Managers	2	2	4
			Non-managers	1	1	2
3. How many employees (including partners with an employment contract) were externally appointed?		Full-time	Permanent	Managers	26	39
	Non-managers			89	143	232
	Fixed-Term Contract		Managers	1		1
			Non-managers	28	13	41
	Part-time	Permanent	Non-managers	6	31	37
		Fixed-Term Contract	Non-managers	4	27	31
	N/A	Casual	Managers	5	2	7
			Non-managers	1,315	1,501	2,818

\* Total employees includes Gender X

# 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	Managers	13	11	24
			Non-managers	139	162	301
		Fixed-Term Contract	Non-managers	8	3	11
	Part-time	Permanent	Non-managers	136	169	305
		Fixed-Term Contract	Non-managers		2	2
	N/A	Casual	Managers		1	1
			Non-managers	752	712	1,466
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	9	3	12
			Non-managers	11	5	16
	Part-time	Permanent	Managers	2		2
			Non-managers	15	1	16
	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	Managers		9
Non-managers					8	8

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Male	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	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Petroleum and Coal Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	4	3	7
			Non-managers	23	12	35
	Part-time	Fixed-Term Contract	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	10	21	31
			Non-managers	19	33	52
		Fixed-Term Contract	Non-managers	2		2
	Part-time	Permanent	Non-managers	1		1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	6	6	12
			Non-managers	74	116	190
		Fixed-Term Contract	Managers	1		1
			Non-managers	28	13	41
	Part-time	Permanent	Non-managers	4	28	32
		Fixed-Term Contract	Non-managers	4	27	31
	N/A	Casual	Non-managers	7	35	42

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Petroleum and Coal Product Manufacturing

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	1		1
			Non-managers	48	70	118
		Fixed-Term Contract	Non-managers	8	3	11
	Part-time	Permanent	Non-managers	3		3
		Fixed-Term Contract	Non-managers		2	2
	N/A	Casual	Non-managers	5	4	9
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	6	3	9
			Non-managers	11	4	15
	Part-time	Permanent	Managers	2		2
			Non-managers	9		9
Full-time	Permanent	Managers		9	9	
		Non-managers		8	8	

\* Total employees includes Gender X



# Workforce Management Statistics Table

Industry: Petroleum and Coal Product Manufacturing

Question	Contract Type	Employment Type	Manager Category	Male	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	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Fuel Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	72	63	135
			Non-managers	77	69	146
	Part-time	Permanent	Managers	1		1
			Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	21	24	45
			Non-managers	28	20	48
	Part-time	Permanent	Managers	2	2	4
			Non-managers		1	1
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	20	33	53
			Non-managers	15	27	42
	Part-time	Permanent	Non-managers	2	3	5
	N/A	Casual	Managers	5	2	7
			Non-managers	1,308	1,466	2,776

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Fuel Retailing

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	12	11	23
			Non-managers	91	92	183
	Part-time	Permanent	Non-managers	133	169	302
	N/A	Casual	Managers		1	1
			Non-managers	747	708	1,457
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	3		3
			Non-managers		1	1
	Part-time	Permanent	Non-managers	6	1	7
	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		0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Fuel Retailing

Question	Contract Type	Employment Type	Manager Category	Male	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	0	0

\* Total employees includes Gender X

# Workforce Management Statistics Table

\* Total employees includes Gender X



# Workforce Management Statistics Table

\* Total employees includes Gender X

# Workforce Management Statistics Table

\* Total employees includes Gender X