

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Corporate group of: Downer EdI Limited

Total group employee count: 15,763

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	379	1,274	0	0	1,653
	Full-time contract	27	52	0	0	79
	Part-time permanent	25	7	0	0	32
	Part-time contract	1	1	0	0	2
	Casual	3	29	0	0	32
Professionals	Full-time permanent	533	1,198	7	8	1,731
	Full-time contract	37	61	0	0	98
	Part-time permanent	39	13	0	0	52
	Part-time contract	6	2	0	0	8
	Casual	15	71	0	0	86
Technicians And Trades Workers	Full-time permanent	165	2,425	7	47	2,591
	Full-time contract	34	207	9	53	241
	Part-time permanent	31	45	0	0	76
	Part-time contract	5	6	0	0	11
	Casual	79	724	0	0	803
Community And Personal Service Workers	Full-time permanent	158	241	0	0	399
	Full-time contract	61	77	0	0	138
	Part-time permanent	169	113	0	0	285
	Part-time contract	97	57	0	0	154
	Casual	327	311	0	0	639
Clerical And Administrative Workers	Full-time permanent	655	442	0	0	1,097
	Full-time contract	57	22	0	0	79
	Part-time permanent	101	22	0	0	123
	Part-time contract	11	10	0	0	21
	Casual	114	621	0	0	737
Machinery Operators And Drivers	Full-time permanent	67	773	2	21	840
	Full-time contract	7	53	0	1	60
	Part-time permanent	7	8	0	0	15
	Part-time contract	3	2	0	0	5
	Casual	4	117	0	0	121
Labourers	Full-time permanent	366	860	0	4	1,226
	Full-time contract	117	137	0	0	254
	Part-time permanent	281	280	0	0	561
	Part-time contract	142	77	0	0	220
	Casual	399	895	0	0	1,294

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	1	1
HOB	Full-time permanent	0	2	2
GM	Full-time permanent	16	60	76
	Full-time contract	0	1	1
	Part-time permanent	1	0	1
SM	Full-time permanent	38	138	176
	Full-time contract	2	1	3
	Part-time permanent	3	0	3
OM	Full-time permanent	325	1,072	1,397
	Full-time contract	25	50	75
	Part-time permanent	21	7	28
	Part-time contract	1	1	2
	Casual	3	29	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			55	107	58	115	335
Part-time	Permanent			4		5	5	14
Full-time	Fixed-term			4	1	3	7	15
Part-time	Fixed-term					1	1	2
N/A	Casual				2	8	4	14

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	43	85	128
Part-time	Permanent	3		3
Full-time	Fixed-term	2	1	3
Part-time	Fixed-term			
N/A	Casual		2	2

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			33	90	154	234	511
Part-time	Permanent			3	1	17	12	33
Full-time	Fixed-term			3	6	29	30	68
Part-time	Fixed-term					5	2	7
N/A	Casual				1	23	46	70

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			77	198	497	1,229	2,001
Part-time	Permanent					130	107	238
Full-time	Fixed-term			9	20	114	214	357
Part-time	Fixed-term			2		35	16	53
N/A	Casual			4	19	715	1,847	2,592

* 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			50	151	336	986	1,523
Part-time	Permanent			1	1	116	93	212
Full-time	Fixed-term			5	17	115	179	316
Part-time	Fixed-term			1		81	45	127
N/A	Casual				8	473	854	1,339

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			23	10	105	47	185
Part-time	Permanent			5		30	1	36
Full-time	Fixed-term			4		30	3	37
Part-time	Fixed-term					18		18
N/A	Casual							

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				3	2	41	46
Part-time	Permanent							
Full-time	Fixed-term						7	7
Part-time	Fixed-term						4	4
N/A	Casual							

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			3		9	2	14
Part-time	Permanent							
Full-time	Fixed-term					5		5
Part-time	Fixed-term					1	1	2
N/A	Casual							

* Total employees includes Non-binary