

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Spotless Services Australia Limited

Employee count: 1,616

Primary industry: 7311 - Building and Other Industrial Cleaning Services

Relevant employer: Yes

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	3	1	0	0	4
	Part-time permanent	3	0	0	0	3
Professionals	Full-time permanent	1	0	0	0	1
	Full-time contract	2	0	0	0	2
	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	17	17	0	0	34
	Full-time contract	4	9	0	0	13
	Part-time permanent	5	3	0	0	8
	Part-time contract	1	0	0	0	1
	Casual	51	36	0	0	87
Community And Personal Service Workers	Full-time permanent	122	114	0	0	236
	Full-time contract	47	54	0	0	101
	Part-time permanent	78	63	0	0	143
	Part-time contract	48	25	0	0	73
	Casual	217	163	0	0	381
Clerical And Administrative Workers	Full-time permanent	15	2	0	0	17
	Full-time contract	2	1	0	0	3
	Part-time permanent	7	2	0	0	9
	Part-time contract	3	3	0	0	6
	Casual	5	2	0	0	7
Machinery Operators And Drivers	Full-time permanent	8	34	0	0	42
	Full-time contract	2	10	0	0	12
	Part-time permanent	5	4	0	0	9
	Part-time contract	3	0	0	0	3
	Casual	2	6	0	0	8
Labourers	Full-time permanent	85	53	0	0	138
	Full-time contract	47	44	0	0	91
	Part-time permanent	42	33	0	0	75
	Part-time contract	16	13	0	0	29
	Casual	39	40	0	0	79

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
OM	Full-time permanent	3	1	4
	Part-time permanent	3	0	3

* 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				1	2	5	8
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual				1	7	4	12

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

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

**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					6	6	12
Part-time	Permanent					2		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					8	5	13

**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					68	56	124
Part-time	Permanent					51	28	80
Full-time	Fixed-term					1	2	3
Part-time	Fixed-term						1	1
N/A	Casual			2		182	144	329

* 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					40	37	77
Part-time	Permanent					23	20	43
Full-time	Fixed-term					12	10	22
Part-time	Fixed-term					12	9	21
N/A	Casual					170	85	255

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					5	2	7
Part-time	Permanent					9		9
Full-time	Fixed-term					10	1	11
Part-time	Fixed-term					12		12
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						1	1
Part-time	Permanent							
Full-time	Fixed-term						5	5
Part-time	Fixed-term						1	1
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Spotless Facility Services Pty Ltd

Employee count: 3,446

Primary industry: 7311 - Building and Other Industrial Cleaning Services

Relevant employer: Yes

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	1	6	0	0	7
	Full-time contract	1	4	0	0	5
	Part-time permanent	1	0	0	0	1
	Casual	0	1	0	0	1
Professionals	Full-time permanent	3	3	0	0	6
	Full-time contract	0	1	0	0	1
	Casual	3	2	0	0	5
Technicians And Trades Workers	Full-time permanent	38	395	0	1	433
	Full-time contract	14	93	0	3	107
	Part-time permanent	17	18	0	0	35
	Part-time contract	4	6	0	0	10
	Casual	3	13	0	0	16
Community And Personal Service Workers	Full-time permanent	34	123	0	0	157
	Full-time contract	13	23	0	0	36
	Part-time permanent	89	50	0	0	140
	Part-time contract	49	32	0	0	81
	Casual	109	148	0	0	257
Clerical And Administrative Workers	Full-time permanent	90	37	0	0	127
	Full-time contract	24	6	0	0	30
	Part-time permanent	28	3	0	0	31
	Part-time contract	4	1	0	0	5
	Casual	4	1	0	0	5
Machinery Operators And Drivers	Full-time permanent	5	85	0	0	90
	Full-time contract	4	21	0	0	25
	Part-time permanent	1	2	0	0	3
	Part-time contract	0	2	0	0	2
	Casual	0	19	0	0	19
Labourers	Full-time permanent	247	345	0	1	592
	Full-time contract	69	87	0	0	156
	Part-time permanent	202	227	0	0	429
	Part-time contract	102	52	0	0	155
	Casual	156	323	0	0	479

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
OM	Full-time permanent	1	6	7
	Full-time contract	1	4	5
	Part-time permanent	1	0	1
	Casual	0	1	1

* 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					6	12	18
Part-time	Permanent					3	3	6
Full-time	Fixed-term					2	1	3
Part-time	Fixed-term					1	1	2
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent			
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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					7	13	20
Part-time	Permanent					4	3	7
Full-time	Fixed-term					7	6	13
Part-time	Fixed-term					4	1	5
N/A	Casual					4	3	7

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					106	158	264
Part-time	Permanent					38	43	81
Full-time	Fixed-term					35	56	91
Part-time	Fixed-term			1		17	7	25
N/A	Casual				2	239	403	645

* 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	70	112	184
Part-time	Permanent					72	59	132
Full-time	Fixed-term				1	78	106	185
Part-time	Fixed-term					63	33	96
N/A	Casual				1	138	126	267

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					7	4	11
Part-time	Permanent					8	1	9
Full-time	Fixed-term					16		16
Part-time	Fixed-term					6		6
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					2		2
Part-time	Permanent							
Full-time	Fixed-term						2	2
Part-time	Fixed-term						3	3
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							
Part-time	Permanent							
Full-time	Fixed-term					5		5
Part-time	Fixed-term					1	1	2
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Spotless Management Services Pty Ltd

Employee count: 1,046

Primary industry: 6962 - Management Advice and Related Consulting Services

Relevant employer: Yes

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	107	264	0	0	371
	Full-time contract	16	31	0	0	47
	Part-time permanent	6	2	0	0	8
	Casual	0	1	0	0	1
Professionals	Full-time permanent	83	118	0	0	201
	Full-time contract	12	21	0	0	33
	Part-time permanent	4	1	0	0	5
	Part-time contract	2	0	0	0	2
Technicians And Trades Workers	Full-time permanent	30	130	0	0	160
	Full-time contract	1	15	0	0	16
	Part-time permanent	2	3	0	0	5
	Casual	0	1	0	0	1
Community And Personal Service Workers	Full-time permanent	0	3	0	0	3
	Full-time contract	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	88	67	0	0	155
	Full-time contract	17	9	0	0	26
	Part-time permanent	2	1	0	0	3
	Part-time contract	2	0	0	0	2
Labourers	Full-time permanent	2	4	0	0	6

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	0	1	1
SM	Full-time permanent	7	24	31
	Full-time permanent	100	239	339
	Full-time contract	16	31	47
OM	Part-time permanent	6	2	8
	Casual	0	1	1

* 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			25	37	12	24	98
Part-time	Permanent						1	1
Full-time	Fixed-term			4		1	1	6
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	18	34	52
Part-time	Permanent			
Full-time	Fixed-term	2		2
Part-time	Fixed-term			
N/A	Casual			

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			14	34	48	54	150
Part-time	Permanent			2	1	5	9	17
Full-time	Fixed-term			2	2	10	11	25
Part-time	Fixed-term					1	1	2
N/A	Casual					2	1	3

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			21	54	80	118	273
Part-time	Permanent					17	16	33
Full-time	Fixed-term			4	7	37	47	95
Part-time	Fixed-term					15	6	21
N/A	Casual			2	2	37	35	76

* 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			10	42	22	58	132
Part-time	Permanent			1		2		3
Full-time	Fixed-term			5	10	10	14	39
Part-time	Fixed-term			1				1
N/A	Casual							

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			8	3	10	3	24
Part-time	Permanent			2				2
Full-time	Fixed-term			3		2		5
Part-time	Fixed-term							
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						2	2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Berkeley Challenge Pty Limited

Employee count: 210

Primary industry: 7311 - Building and Other Industrial Cleaning Services

Relevant employer: Yes

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	
Technicians And Trades Workers	Full-time permanent	0	3	0	0	3
	Part-time permanent	3	3	0	0	6
Labourers	Full-time permanent	7	18	0	0	25
	Full-time contract	1	3	0	0	4
	Part-time permanent	35	19	0	0	54
	Part-time contract	24	12	0	0	36
	Casual	43	39	0	0	82

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

This organisation has no managers

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
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent			
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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					2		2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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					1	4	5
Part-time	Permanent					12	9	21
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					53	19	72

* 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					6	8	14
Part-time	Permanent					6	7	13
Full-time	Fixed-term					3		3
Part-time	Fixed-term					4	1	5
N/A	Casual					32	21	53

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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Employer: Downer EdI Engineering Power Pty Ltd
Employee count: 1,944
Primary industry: 3232 - Electrical Services
Relevant employer: Yes

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	10	103	0	0	113
	Full-time contract	0	2	0	0	2
	Casual	0	22	0	0	22
Professionals	Full-time permanent	38	98	0	0	136
	Full-time contract	1	1	0	0	2
	Part-time permanent	7	0	0	0	7
	Casual	3	22	0	0	25
Technicians And Trades Workers	Full-time permanent	4	272	2	17	276
	Full-time contract	0	5	0	3	5
	Part-time permanent	0	2	0	0	2
	Casual	5	566	0	0	571
Clerical And Administrative Workers	Full-time permanent	48	15	0	0	63
	Full-time contract	1	0	0	0	1
	Part-time permanent	8	1	0	0	9
	Casual	13	8	0	0	21
Machinery Operators And Drivers	Full-time permanent	0	9	0	0	9
	Full-time contract	0	1	0	0	1
	Casual	2	57	0	0	59
Labourers	Full-time permanent	3	31	0	0	34
	Full-time contract	0	1	0	0	1
	Casual	155	430	0	0	585

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	1	1	2
SM	Full-time permanent	0	2	2
	Full-time permanent	9	100	109
OM	Full-time contract	0	2	2
	Casual	0	22	22

* 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			2	7	3	15	27
Part-time	Permanent			1				1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					1		1

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	1	5	6
Part-time	Permanent	1		1
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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				3	7	7	17
Part-time	Permanent					2		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					6	24	30

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			2	7	28	90	127
Part-time	Permanent						2	2
Full-time	Fixed-term				1	3	13	17
Part-time	Fixed-term							
N/A	Casual				9	71	538	620

* 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			5	9	20	100	134
Part-time	Permanent					3	1	4
Full-time	Fixed-term					1	7	8
Part-time	Fixed-term							
N/A	Casual				6	8	55	69

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			1	1	11		13
Part-time	Permanent					4		4
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
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						1	1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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					2		2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Mineral Technologies Pty Ltd

Employee count: 180

Primary industry: 6923 - Engineering Design and Engineering Consulting Services

Relevant employer: Yes

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	3	21	0	0	24
	Casual	0	1	0	0	1
Professionals	Full-time permanent	7	39	0	0	46
	Part-time permanent	4	2	0	0	6
	Part-time contract	0	1	0	0	1
	Casual	1	23	0	0	24
Technicians And Trades Workers	Full-time permanent	2	45	0	0	47
	Part-time permanent	0	5	0	0	5
	Casual	4	6	0	0	10
Clerical And Administrative Workers	Full-time permanent	6	4	0	0	10
	Part-time permanent	3	0	0	0	3
	Casual	2	0	0	0	2
Machinery Operators And Drivers	Full-time permanent	0	1	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
SM	Full-time permanent	0	8	8
	Full-time permanent	3	13	16
OM	Casual	0	1	1

* 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				2		4	6
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

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

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

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			1	2	2	14	19
Part-time	Permanent							
Full-time	Fixed-term						2	2
Part-time	Fixed-term							
N/A	Casual				2	3	1	6

* 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		7	9
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual						2	2

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							
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Employer: Downer Edi Engineering Electrical Pty Ltd
Employee count: 278
Primary industry: 3232 - Electrical Services
Relevant employer: Yes

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	
Technicians And Trades Workers	Full-time permanent	3	114	1	6	117
	Full-time contract	1	5	1	3	6
	Casual	0	65	0	0	65
Clerical And Administrative Workers	Casual	0	1	0	0	1
Machinery Operators And Drivers	Full-time permanent	5	15	0	0	20
	Casual	0	12	0	0	12
Labourers	Full-time permanent	3	17	0	0	20
	Full-time contract	0	1	0	0	1
	Part-time permanent	0	1	0	0	1
	Casual	6	29	0	0	35

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

This organisation has no managers

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
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent			
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

**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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual						4	4

**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					1	25	26
Part-time	Permanent							
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	Casual					4	66	70

* 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					2	38	40
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					4	62	66

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

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Downer Edi Works Pty Ltd

Employee count: 1,806

Primary industry: 3101 - Road and Bridge Construction

Relevant employer: Yes

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	35	186	0	0	221
	Full-time contract	3	2	0	0	5
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	63	153	0	0	216
	Full-time contract	4	4	0	0	8
	Part-time permanent	2	0	0	0	2
	Part-time contract	1	1	0	0	2
	Casual	5	4	0	0	9
Technicians And Trades Workers	Full-time permanent	27	348	0	11	375
	Full-time contract	1	9	0	7	10
	Casual	10	19	0	0	29
Clerical And Administrative Workers	Full-time permanent	80	32	0	0	112
	Full-time contract	2	1	0	0	3
	Part-time permanent	15	0	0	0	15
	Part-time contract	1	0	0	0	1
	Casual	0	3	0	0	3
Machinery Operators And Drivers	Full-time permanent	38	486	2	21	524
	Full-time contract	0	5	0	1	5
	Part-time permanent	1	1	0	0	2
	Casual	0	15	0	0	15
Labourers	Full-time permanent	12	223	0	2	235
	Casual	0	13	0	0	13

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	1	13	14
SM	Full-time permanent	3	10	13
	Full-time permanent	31	163	194
OM	Full-time contract	3	2	5
	Part-time permanent	1	0	1

* 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				4	2		6
Part-time	Permanent							
Full-time	Fixed-term						4	4
Part-time	Fixed-term							
N/A	Casual				1			1

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent		4	4
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual		1	1

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			4	7	14	42	67
Part-time	Permanent			1		1		2
Full-time	Fixed-term			1	1	2	2	6
Part-time	Fixed-term							
N/A	Casual						1	1

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			4	20	55	276	355
Part-time	Permanent					7		7
Full-time	Fixed-term			1		4	9	14
Part-time	Fixed-term					1		1
N/A	Casual					8	36	44

* 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			4	22	49	244	319
Part-time	Permanent					1	2	3
Full-time	Fixed-term					2	9	11
Part-time	Fixed-term					1		1
N/A	Casual					5	9	14

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			1	3	16	5	25
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
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				1		12	13
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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	1	4
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Rpq Services Pty. Ltd.

Employee count: 151

Primary industry: 3101 - Road and Bridge Construction

Relevant employer: Yes

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	0	13	0	0	13
Professionals	Full-time permanent	0	3	0	0	3
Technicians And Trades Workers	Full-time permanent	0	2	0	0	2
Clerical And Administrative Workers	Full-time permanent	7	2	0	0	9
	Part-time permanent	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	1	36	0	0	37
	Casual	0	7	0	0	7
Labourers	Full-time permanent	2	63	0	0	65
	Casual	0	14	0	0	14

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
OM	Full-time permanent	0	13	13

* 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				1		1	2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

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

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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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				3	3	38	44
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual						16	16

* 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				5	5	17	27
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual						3	3

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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Fowlers Asphaltting Pty Limited

Employee count: 82

Primary industry: 3101 - Road and Bridge Construction

Relevant employer: Yes

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	1	5	0	0	6
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	0	4	0	0	4
	Part-time permanent	1	0	0	0	1
Community And Personal Service Workers	Full-time permanent	1	0	0	0	1
	Part-time permanent	2	0	0	0	2
	Casual	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	3	0	0	0	3
Machinery Operators And Drivers	Full-time permanent	0	21	0	0	21
	Casual	0	1	0	0	1
Labourers	Full-time permanent	1	36	0	1	37
	Casual	0	2	0	0	2

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
OM	Full-time permanent	1	5	6
	Part-time permanent	1	0	1

* 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
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent			
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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				1	2	13	16
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					1	3	4

* 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		4	5
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					1	1	2

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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Downer Edi Services Pty Ltd

Employee count: 860

Primary industry: 6961 - Corporate Head Office Management Services

Relevant employer: Yes

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	117	187	0	0	304
	Full-time contract	6	8	0	0	14
	Part-time permanent	7	0	0	0	7
Professionals	Full-time permanent	132	161	1	1	293
	Full-time contract	12	26	0	0	38
	Part-time permanent	14	4	0	0	18
	Part-time contract	1	0	0	0	1
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	3	2	0	0	5
Community And Personal Service Workers	Full-time permanent	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	107	46	0	0	153
	Full-time contract	5	0	0	0	5
	Part-time permanent	15	1	0	0	16
	Part-time contract	1	1	0	0	2
Machinery Operators And Drivers	Full-time permanent	0	1	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
KMP	Full-time permanent	0	1	1
HOB	Full-time permanent	0	1	1
	Full-time permanent	11	34	45
GM	Full-time contract	0	1	1
	Part-time permanent	1	0	1
	Full-time permanent	21	36	57
SM	Full-time contract	2	0	2
	Part-time permanent	2	0	2
	Full-time permanent	85	115	200
OM	Full-time contract	4	7	11
	Part-time permanent	4	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			21	24	10	6	61
Part-time	Permanent			2		1	1	4
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	19	19	38
Part-time	Permanent	2		2
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

**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			6	11	30	12	59
Part-time	Permanent					3		3
Full-time	Fixed-term				2	5	6	13
Part-time	Fixed-term							
N/A	Casual						1	1

**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			28	47	61	92	228
Part-time	Permanent					2	2	4
Full-time	Fixed-term			4	5	23	28	60
Part-time	Fixed-term			1		2		3
N/A	Casual				3		2	5

* 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			18	28	48	51	145
Part-time	Permanent					3	2	5
Full-time	Fixed-term				1	1	6	8
Part-time	Fixed-term							
N/A	Casual							

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			9		18	2	29
Part-time	Permanent			1		3		4
Full-time	Fixed-term			1		1		2
Part-time	Fixed-term							
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				1		5	6
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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		2		5
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Skilltech Consulting Services Pty. Ltd.

Employee count: 536

Primary industry: 7299 - Other Administrative Services n.e.c.

Relevant employer: Yes

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	5	13	0	0	18
	Full-time contract	1	0	0	0	1
Professionals	Full-time permanent	1	3	0	0	4
Technicians And Trades Workers	Full-time permanent	10	28	0	0	39
	Full-time contract	0	5	0	0	5
	Casual	2	10	0	0	12
Clerical And Administrative Workers	Full-time permanent	13	49	0	0	62
	Full-time contract	2	2	0	0	4
	Part-time permanent	1	3	0	0	4
	Part-time contract	0	2	0	0	2
	Casual	48	332	0	0	382
Machinery Operators And Drivers	Full-time permanent	1	2	0	0	3

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
SM	Full-time permanent	0	1	1
	Full-time permanent	5	12	17
OM	Full-time contract	1	0	1

* 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			1	5	3	3	12
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	1	5	6
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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				3	2	4	9
Part-time	Permanent							
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	Casual						1	1

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				1	8	11	20
Part-time	Permanent						7	7
Full-time	Fixed-term				1		3	4
Part-time	Fixed-term							
N/A	Casual					70	367	439

* 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	6	12	19
Part-time	Permanent						1	1
Full-time	Fixed-term					1	3	4
Part-time	Fixed-term							
N/A	Casual					73	257	330

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					2		2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Skilltech Metering Solutions Pty Ltd.

Employee count: 373

Primary industry: 7299 - Other Administrative Services n.e.c.

Relevant employer: Yes

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	2	4	0	0	6
Professionals	Full-time permanent	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	4	17	0	0	21
Clerical And Administrative Workers	Full-time permanent	14	41	0	0	55
	Full-time contract	0	1	0	0	1
	Part-time permanent	3	4	0	0	7
	Part-time contract	0	2	0	0	2
	Casual	33	247	0	0	280

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
OM	Full-time permanent	2	4	6

* 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						3	3
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent			
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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							
Part-time	Permanent							
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	Casual					2	6	8

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					2	6	8
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					39	201	241

* 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						7	7
Part-time	Permanent						1	1
Full-time	Fixed-term						3	3
Part-time	Fixed-term						2	2
N/A	Casual					38	219	259

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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Downer Edi Engineering Pty Limited

Employee count: 332

Primary industry: 3109 - Other Heavy and Civil Engineering Construction

Relevant employer: Yes

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	5	63	0	0	68
	Full-time contract	0	2	0	0	2
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	26	79	0	0	105
	Part-time permanent	2	1	0	0	3
Technicians And Trades Workers	Full-time permanent	6	59	0	0	65
	Full-time contract	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	56	27	0	0	83
	Full-time contract	0	1	0	0	1
	Part-time permanent	3	0	0	0	3

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
SM	Full-time permanent	0	4	4
	Full-time permanent	5	59	64
OM	Full-time contract	0	2	2
	Part-time contract	1	0	1

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

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	1	5	6
Part-time	Permanent			
Full-time	Fixed-term		1	1
Part-time	Fixed-term			
N/A	Casual			

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			1	4	3	5	13
Part-time	Permanent							
Full-time	Fixed-term				1			1
Part-time	Fixed-term							
N/A	Casual				1			1

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				1		16	17
Part-time	Permanent							
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	Casual							

* 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	4	5	28	38
Part-time	Permanent				1	1		2
Full-time	Fixed-term					1		1
Part-time	Fixed-term							
N/A	Casual							

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			1		7	3	11
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
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						2	2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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					2		2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Downer Utilities Australia Pty Ltd

Employee count: 1,414

Primary industry: 2630 - Electricity Distribution

Relevant employer: Yes

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	46	233	0	0	279
	Full-time contract	0	1	0	0	1
	Part-time permanent	3	2	0	0	5
	Part-time contract	0	1	0	0	1
	Casual	2	2	0	0	4
Professionals	Full-time permanent	91	274	0	0	365
	Full-time contract	4	4	0	0	8
	Part-time permanent	3	1	0	0	4
	Part-time contract	1	0	0	0	1
	Casual	2	7	0	0	9
Technicians And Trades Workers	Full-time permanent	8	441	4	12	449
	Full-time contract	1	5	1	4	6
	Part-time permanent	0	2	0	0	2
	Casual	4	3	0	0	7
Clerical And Administrative Workers	Full-time permanent	86	76	0	0	162
	Full-time contract	1	0	0	0	1
	Part-time permanent	8	4	0	0	12
	Casual	6	22	0	0	28
Machinery Operators And Drivers	Full-time permanent	1	6	0	0	7
Labourers	Full-time permanent	4	58	0	0	62
	Part-time permanent	1	0	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	1	1	2
SM	Full-time permanent	1	14	15
	Full-time permanent	44	217	261
	Full-time contract	0	1	1
OM	Part-time permanent	3	2	5
	Part-time contract	0	1	1
	Casual	2	2	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			4	19	12	34	69
Part-time	Permanent			1		1		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	2	10	12
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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			3	16	24	50	93
Part-time	Permanent							
Full-time	Fixed-term					2		2
Part-time	Fixed-term							
N/A	Casual							

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			11	43	55	254	363
Part-time	Permanent					1		1
Full-time	Fixed-term				4	5	1	10
Part-time	Fixed-term						1	1
N/A	Casual				1	4	11	16

* 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			6	22	36	159	223
Part-time	Permanent					2		2
Full-time	Fixed-term					2	2	4
Part-time	Fixed-term							
N/A	Casual					4	9	13

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			2	1	16	14	33
Part-time	Permanent			1		2		3
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
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						12	12
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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						1	1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Downer Edi Rail Pty Ltd

Employee count: 1,188

Primary industry: 2393 - Railway Rolling Stock Manufacturing and Repair Services

Relevant employer: Yes

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	42	155	0	0	197
	Full-time contract	0	2	0	0	2
	Part-time permanent	2	1	0	0	3
	Casual	1	2	0	0	3
Professionals	Full-time permanent	83	249	6	7	332
	Full-time contract	2	4	0	0	6
	Part-time permanent	2	2	0	0	4
	Part-time contract	1	0	0	0	1
	Casual	1	2	0	0	3
Technicians And Trades Workers	Full-time permanent	9	439	0	0	448
	Full-time contract	11	34	6	21	45
	Part-time permanent	3	8	0	0	11
	Casual	0	4	0	0	4
Clerical And Administrative Workers	Full-time permanent	36	37	0	0	73
	Full-time contract	3	1	0	0	4
	Part-time permanent	6	2	0	0	8
	Part-time contract	0	1	0	0	1
	Casual	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	3	34	0	0	37
	Full-time contract	0	2	0	0	2
	Part-time permanent	0	1	0	0	1
Labourers	Full-time permanent	0	1	0	0	1
	Full-time contract	0	1	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
GM	Full-time permanent	2	7	9
	Full-time permanent	6	37	43
SM	Full-time contract	0	1	1
	Part-time permanent	1	0	1
OM	Full-time permanent	34	111	145
	Full-time contract	0	1	1
	Part-time permanent	1	1	2
	Casual	1	2	3

* 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				2	5	4	11
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent			
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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			5	11	8	36	60
Part-time	Permanent							
Full-time	Fixed-term					2	3	5
Part-time	Fixed-term							
N/A	Casual					1		1

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			10	17	18	49	94
Part-time	Permanent					1		1
Full-time	Fixed-term				2	4	28	34
Part-time	Fixed-term						1	1
N/A	Casual					2	5	7

* 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			4	12	20	71	107
Part-time	Permanent					1		1
Full-time	Fixed-term				5	4	13	22
Part-time	Fixed-term					1		1
N/A	Casual						4	4

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			1	2	12	12	27
Part-time	Permanent					1		1
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
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				1		5	6
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Employer: Edi Rail Ppp Maintenance Pty Ltd

Employee count: 188

Primary industry: 2393 - Railway Rolling Stock Manufacturing and Repair Services

Relevant employer: Yes

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	0	4	0	0	4
Professionals	Full-time permanent	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	2	99	0	0	101
	Full-time contract	1	25	1	12	26
Clerical And Administrative Workers	Part-time permanent	0	1	0	0	1
Machinery Operators And Drivers	Full-time permanent	0	39	0	0	39
	Full-time contract	1	14	0	0	15

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
OM	Full-time permanent	0	4	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					1	1	2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent			
Part-time	Permanent			
Full-time	Fixed-term			
Part-time	Fixed-term			
N/A	Casual			

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

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					1	2	3
Part-time	Permanent							
Full-time	Fixed-term					2	23	25
Part-time	Fixed-term							
N/A	Casual							

* 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	3	22	26
Part-time	Permanent							
Full-time	Fixed-term						6	6
Part-time	Fixed-term							
N/A	Casual							

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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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						1	1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary