

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: The a2 Milk Company Limited
Total group employee count: 166

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	26	31	0	0	57
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	34	23	0	0	57
	Full-time contract	3	0	0	0	3
	Part-time permanent	3	0	0	0	3
	Part-time contract	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	3	0	0	0	3
	Part-time permanent	1	0	0	0	1
Sales Workers	Full-time permanent	1	8	0	0	9
	Part-time permanent	9	3	0	0	12
Labourers	Full-time permanent	5	13	0	0	18

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	0	1	0	0	1
HOB	Full-time permanent	1	1	0	0	2
GM	Full-time permanent	2	1	0	0	3
SM	Full-time permanent	13	11	0	0	24
	Part-time permanent	2	0	0	0	2
OM	Full-time permanent	10	16	0	0	26

* 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	4	6		14
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	CEOs, KMPs & HOBs		All managers		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 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	1	2	5
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			5	3	12	9	29
Part-time	Permanent					1		1
Full-time	Fixed-term					3		3
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	1	6	6	14
Part-time	Permanent							
Full-time	Fixed-term					1		1
Part-time	Fixed-term					1	1	2
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			3	3	4	1	11
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