

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Corporate group of: The a2 Milk Company Limited
Total group employee count: 167

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	25	27	0	0	52
	Part-time permanent	3	0	0	0	3
Professionals	Full-time permanent	40	27	0	0	67
	Full-time contract	2	2	0	1	4
	Part-time permanent	2	0	0	0	2
	Part-time contract	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	4	0	0	0	4
	Part-time permanent	1	0	0	0	1
Sales Workers	Full-time permanent	2	10	0	0	12
Labourers	Full-time permanent	10	11	0	0	21

* 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	1	1	2
GM	Full-time permanent	2	1	3
SM	Full-time permanent	10	10	20
	Part-time permanent	2	0	2
OM	Full-time permanent	12	13	25
	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			5		5	7	17
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			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			2	1	27	21	51
Part-time	Permanent					1		1
Full-time	Fixed-term				1	4	3	8
Part-time	Fixed-term					2		2
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	2	10	16	30
Part-time	Permanent					2		2
Full-time	Fixed-term					2		2
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				3	5	1	9
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				1			1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary