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**1 August 2022**

## Workplace Gender Equality Agency 2021-22 Public Report

For the information of shareholders, attached is a copy of the public report submitted to the Workplace Gender Equality Agency, in accordance with the requirements of the Workplace Gender Equality Act.

Further information about the report is available at [www.wgea.gov.au](http://www.wgea.gov.au).

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Australian Government



Workplace  
Gender Equality  
Agency

# 2021 - 22 Gender Equality Reporting

Submitted by:

**St Barbara Limited (ABN:36009165066)**

Date: 2022-07-27

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

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

Yes(*Select all that apply*)

|        |                    |
|--------|--------------------|
| ...Yes | Policy<br>Strategy |
|--------|--------------------|

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.

Exemplified by our external citations, including WGEA Employer of Choice Citation since 2014 and inclusion on the Bloomberg Gender-Equality Index since 2021, St Barbara is an industry a leader for diversity and inclusion through advocacy, representation, identifying best practice, consultation and innovation. Specific examples of organisational leadership in relation to gender equality including pay equity, fairness and equal opportunity for women:

- MD and CEO is a WGEA Pay Equity Champion
- MD and CEO signatory for the UN Women’s Empowerment principles since 2021
- External support and participation in Industry events Eg Australian Resources & Energy Group (now named AREEA)
- EGM People led the working group in the development of the Minerals Council of Australia’s Industry of Choice for Diversity and Inclusion Framework, as well hosting industry webinar sessions to encourage greater inclusion & diversity in the mining sector
- Participant in the Chamber of Minerals & Energy (CME) Safe and Respectful Behaviours (SARB) Working Group to proactively eliminate any instance of sexual harassment or assault in the workplace. This proactive approach aims to support best practice management of these issues and demonstrate industry’s continued commitment to eliminating sexual assault and harassment in our workplaces. It is also designed to complement national work by the Minerals Council of Australia assisting in ‘operationalising’ their work in the context of WA.

## Governing bodies

### St Barbara Limited

|   |   |
|---|---|
| 1: Does this organisation have a governing body?  | Yes(Provide further details on the governing body(ies) and its composition) |
| 1.1: What is the name of your governing body?   | St Barbara Limited  |
| 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   | 2   |
| ...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> )                  |
|   | Policy<br>Strategy                                   |
| 1.5: Has a target been set to increase the representation of women on this governing body?                                  | Yes( <i>Provide further details on your target</i> ) |
| 10.6: What is the percentage (%) target?  | 33.00%   |
| 10.7: What year is the target to be reached (select the last day of the target year)?                                       | 30-Jun-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> )                 |
|   | Policy<br>Strategy                                   |

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

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# #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

Policy  
Strategy

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

Yes(*Select all that apply*)

...Yes

To achieve gender pay equity  
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 implement and/or maintain a transparent and rigorous performance assessment process

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?

Other (provide details)

...Other (provide details)

Monthly

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?

Identified cause/s of the gaps  
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<br>Reported pay equity metrics (including gender pay gaps) to the executive<br>Reported pay equity metrics (including gender pay gaps) to all employees<br>Reported pay equity metrics (including gender pay gaps) externally<br>Trained people-managers in addressing gender bias (including unconscious bias)  |
| 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) | The Company continues to conduct overall pay gap analysis on a monthly basis. This analysis is included in our monthly management report which is provided to the Board, Executive and leaders across the Group. The monthly analysis also breaks down the workforce into categories including managers, superintendents, supervisors, corporate roles, technician, trades etc. The Company conducts a like-for-like analysis on an annual basis and for the past number of years there has been no gaps identified. |

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

St Barbara has had pay equity targets for over 10 years.

The mining industry has low representation of women and women are mostly represented in lower paid roles in terms of tenure, management level and profession. St Barbara's overall pay gap is due to lower number of women in senior leadership roles which we continue to focus attention on.

## 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<br>Focus groups<br>Exit interviews<br>Performance discussions |
| 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 | Policy<br>Strategy |
|--------|--------------------|

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

11-Aug-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

11-Aug-2021

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

Yes

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



# #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   | Policy<br>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                                     | No( <i>Select all that apply</i> )                                |
| ...No  | Other (provide details)   |
| ...Other (provide details)   | Available to both men and women                                   |
| ...Targets have been set for men's engagement in flexible work                               | No( <i>Select all that apply</i> )                                |
| ...No  | Other (provide details)   |
| ...Other (provide details)   | Available to both men and women                                   |
| ...Leaders are held accountable for improving workplace flexibility                          | No( <i>Select all that apply</i> )                                |
| ...No  | Other (provide details)   |
| ...Other (provide details)   | Standard benefit available to all employees (up to 2 days a week) |
| ...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                               | No( <i>Select all that apply</i> )                                |
| ...No  | Not aware of the need   |
| ...Employees are surveyed on whether they have sufficient flexibility                        | Yes   |
| ...The organisation's approach to flexibility is integrated into client conversations        | No( <i>Select all that apply</i> )                                |
| ...No  | Not aware of the need   |

|   |                                    |
|---|------------------------------------|
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)           | No( <i>Select all that apply</i> ) |
| ...No   | Not a priority                     |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | No( <i>Select all that apply</i> ) |
| ...No   | Not aware of the need              |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body       | No( <i>Select all that apply</i> ) |
| ...No   | Not aware of the need              |

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

|   |  |
|---|--|
| ...Flexible hours of 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<br>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         | Formal options are available<br>Informal 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         | Formal options are available<br>Informal 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<br>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         | Formal options are available                                   |
| ...Carer's leave                          | Yes( <i>Select one option only</i> )                           |
|   | SAME options for women and men( <i>Select all that apply</i> ) |

|                                   |   |
|-----------------------------------|---|
| ...Yes                            | <i>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                             | Not aware of the need   |
| ...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?

Yes, for both women and men

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?

Employee performance is measured by performance and not presenteeism

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.

# #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 that is gender equal (without using the primary/secondary carer definition)

|   |  |
|---|--|
| 1.1: Please indicate whether your employer-funded paid parental leave is available to:  | All, regardless of gender                    |
| 1.2: Please indicate whether your employer-funded paid parental leave covers:   | Birth<br>Adoption<br>Surrogacy<br>Stillbirth |
| 1.3: How do you pay employer funded paid parental leave?  | Paying the employee's full salary            |
| 1.4: Do you pay superannuation contribution to your carers while they are on parental leave?  | Yes, on employer funded parental leave       |
| 1.5: How many weeks (minimum) of employer funded paid parental leave is provided?   | 18   |
| 1.6: What proportion of your total workforce has access to employer funded paid parental leave, including casuals?  | 91-100%                                      |
| 1.7: Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | No   |
| 1.8: Do you require carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | No   |

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.

## 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<br>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 aware of the need  |
| ...On-site childcare  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...Breastfeeding facilities   | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at SOME worksites  |
| ...Childcare referral services  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not a priority   |
| ...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 aware of the need  |
| ...Coaching for employees on returning to work from paid parental leave                       | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at ALL worksites   |
| ...Parenting workshops targeting mothers  | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at ALL worksites   |
| ...Parenting workshops targeting fathers  | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at ALL worksites   |
|   | Yes( <i>Please indicate the availability of this</i>   |

|                               |   |
|-------------------------------|---|
| ...Other (provide details)    | <i>support mechanism.</i> )   |
| ...Yes                        | Available at ALL worksites  |
| ...Available at ALL worksites | We have a Parents and Carers portal providing support and resources to new parents and returning to work parents. We also have an informal parents network providing support to other parents at all locations. |

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

## 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<br>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 ( <i>Please indicate how often is this training provided (select all that apply):</i> ) |
| ...Yes           | At induction<br>At least annually   |
| ...All employees | Yes ( <i>Please indicate how often is this training provided (select all that apply):</i> ) |
| ...Yes           | At induction<br>At least annually   |

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

This reporting period the annual Employee Engagement Survey included questions regarding experiencing and witnessing bullying, discrimination and harassment, inclusive of sexual harassment to better understand potential gaps and opportunities in this area. Further, Gender Safety Audits conducted at site to identify specific safety risks that face women and challenges the assumption that risks faced by women are the same as those faced by men. The audit process incorporates tools such as focus group discussions, leadership observations, safety walks and risk assessments. The benefits include an improved understanding and mitigation of risks faced by women on site. It also raises awareness of this issue to men on site and encourages the whole site to focus on gender safety.

## 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 Strategy |
|--------|-----------------|

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(Is the leave period unlimited?)                                |
| ...Yes   | No   |
| : How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided? | 5  |
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)                   | Yes(Is the leave period unlimited?)                                |
| ...Yes   | Yes  |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)                 | No(Select all that apply)  |
| ...No  | Other (provide details)  |
| ...Other (provide details)   | Provided in our procedures and covered in our Common Law Contracts |
| ...Access to unpaid leave  | Yes(Is the leave period unlimited?)                                |
| ...Yes   | Yes  |
| ...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)                           | Yes |

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: Metal Ore Mining

| Occupational category*              | Employment status   | No. of employees |    | Number of apprentices and graduates (combined) |   | Total employees** |
|-------------------------------------|---------------------|------------------|----|--|---|-------------------|
|                                     |                     | F                | M  | F  | M |                   |
| Managers                            | Full-time permanent | 33               | 77 | 0  | 0 | 110               |
|                                     | Full-time contract  | 3                | 3  | 0  | 0 | 6                 |
|                                     | Part-time permanent | 6                | 0  | 0  | 0 | 6                 |
| Professionals                       | Full-time permanent | 13               | 34 | 0  | 1 | 48                |
|                                     | Full-time contract  | 1                | 1  | 0  | 1 | 3                 |
|                                     | Part-time permanent | 1                | 0  | 0  | 0 | 1                 |
| Technicians And Trades Workers      | Full-time permanent | 4                | 59 | 0  | 0 | 63                |
|                                     | Full-time contract  | 0                | 1  | 0  | 0 | 1                 |
| Clerical And Administrative Workers | Full-time permanent | 7                | 0  | 0  | 0 | 7                 |
|                                     | Part-time permanent | 2                | 0  | 0  | 0 | 2                 |
|                                     | Part-time contract  | 1                | 0  | 0  | 0 | 1                 |
| Machinery Operators And Drivers     | Full-time permanent | 1                | 8  | 0  | 0 | 9                 |

\* 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: Metal Ore Mining

| Manager category   | Level to CEO | Employment status   | No. of employees |    |        |
|--------------------|--------------|---------------------|------------------|----|--------|
|                    |              |                     | F                | M  | Total* |
| CEO                | 1            | Full-time permanent | 0                | 1  | 1      |
| KMP                | -1           | Full-time permanent | 3                | 6  | 9      |
|                    | -2           | Full-time permanent | 2                | 2  | 4      |
| GM                 | -2           | Full-time permanent | 0                | 1  | 1      |
| SM                 | -2           | Full-time permanent | 5                | 14 | 19     |
| OM                 | -1           | Full-time permanent | 1                | 0  | 1      |
|                    | -2           | Full-time permanent | 2                | 0  | 2      |
|                    |              | Part-time permanent | 1                | 0  | 1      |
|                    | -3           | Full-time permanent | 11               | 22 | 33     |
|                    |              | Full-time contract  | 2                | 2  | 4      |
|                    |              | Part-time permanent | 5                | 0  | 5      |
|                    | -4           | Full-time permanent | 9                | 31 | 40     |
| Full-time contract |              | 1                   | 1                | 2  |        |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Metal Ore Mining

| Question  | Contract Type       | Employment Type     | Manager Category    | Female              | Male | Total* |   |
|---|---------------------|---------------------|---------------------|---------------------|------|--------|---|
| 1. How many employees were promoted?  | Full-time           | Permanent           | CEO, KMPs, and HOBs | 0                   | 2    | 2      |   |
|   |                     |                     | Managers            | 1                   | 2    | 3      |   |
|   |                     |                     | Non-managers        | 4                   | 11   | 15     |   |
|   |                     | Fixed-Term Contract | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
|   | Part-time           | Permanent           | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
|   |                     | Fixed-Term Contract | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
|   | N/A                 | Casual              | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time           | Permanent           | CEO, KMPs, and HOBs | 0                   | 1    | 1      |   |
|   |                     |                     | Managers            | 1                   | 1    | 2      |   |
|   |                     |                     | Non-managers        | 2                   | 6    | 8      |   |
|   |                     | Fixed-Term Contract | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
|   | Part-time           | Permanent           | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
|   |                     | Fixed-Term Contract | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
|   | N/A                 | Casual              | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time           | Permanent           | CEO, KMPs, and HOBs | 1                   | 5    | 6      |   |
|   |                     |                     | Managers            | 8                   | 21   | 29     |   |
|   |                     |                     | Non-managers        | 21                  | 59   | 80     |   |
|   |                     | Fixed-Term Contract | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 1                   | 3    | 4      |   |
|   |                     |                     | Non-managers        | 3                   | 14   | 17     |   |
|   |                     | Part-time           | Permanent           | CEO, KMPs, and HOBs | 0    | 0      | 0 |
|   |                     |                     |                     | Managers            | 0    | 0      | 0 |
|   |                     |                     |                     | Non-managers        | 0    | 0      | 0 |
|   | Fixed-Term Contract |                     | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |
|   | N/A                 | Casual              | CEO, KMPs, and HOBs | 0                   | 0    | 0      |   |
|   |                     |                     | Managers            | 0                   | 0    | 0      |   |
|   |                     |                     | Non-managers        | 0                   | 0    | 0      |   |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Metal Ore Mining

| 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           | CEO, KMPs, and HOBs | 1      | 2    | 3      |
|  |               |                     | Managers            | 5      | 10   | 15     |
|  |               |                     | Non-managers        | 21     | 50   | 71     |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 2    | 2      |
|  |               |                     | Non-managers        | 0      | 4    | 4      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 1      | 0    | 1      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        |        | 0    | 0      |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?        | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 2      | 0    | 2      |
|  |               |                     | Non-managers        | 2      | 0    | 2      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?      | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 1    | 1      |
|  |               |                     | Managers            | 0      | 1    | 1      |
|  |               |                     | Non-managers        | 0      | 6    | 6      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |
|  | N/A           | Casual              | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|  |               |                     | Managers            | 0      | 0    | 0      |
|  |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X

# Workforce Management Statistics Table

Industry: Metal Ore Mining

| Question  | Contract Type | Employment Type     | Manager Category    | Female | Male | Total* |
|---|---------------|---------------------|---------------------|--------|------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 1    | 1      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   | Part-time     | Permanent           | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |
|   |               | Fixed-Term Contract | CEO, KMPs, and HOBs | 0      | 0    | 0      |
|   |               |                     | Managers            | 0      | 0    | 0      |
|   |               |                     | Non-managers        | 0      | 0    | 0      |

\* Total employees includes Gender X