



2021 - 22 Gender Equality Reporting

Submitted by:

**Burson Automotive Pty. Ltd.
(ABN:82006613378)**

**Specialist Wholesalers Pty Ltd
(ABN:64163280279)**

Bapcor Retail Pty Ltd (ABN:99159177803)

**Bapcor Services Pty Ltd
(ABN:52610722168)**

Bapcor Limited (ABN:80153199912)

**BAPCOR LOGISTICS SERVICES PTY LTD
(ABN:38643058137)**

Date: 2022-07-14

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

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

Yes(<i>Select all that apply</i>)	
...Yes	Policy

3: Does your organisation have any of the following targets to address gender equality in your workplace?

Increase the number of women in leadership positions Increase the number of women in male-dominated roles Other(<i>Please provide details</i>)	
...Other	Increase the number of female new hires - Increase the number of females who are promoted internally.

4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Bapcor has also launched a Women's Development Program named "ignition" to support the development of women. This program was developed with input from senior female

leaders via a number of focus groups and networking sessions. The program currently has 52 participants from all parts of the business.

Governing bodies

Burson Automotive Pty. Ltd.

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Bapcor Limited Board of Directors
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	1
...Male	0
...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
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Governing body has gender balance

Specialist Wholesalers Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Bapcor Limited Board of Directors
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	1
...Male	0
...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
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Governing body has gender balance

Bapcor Retail Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Bapcor Limited Board of Directors
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	1
...Male	0
...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
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Governing body has gender balance

Bapcor Services Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Bapcor Limited Board of Directors
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	1
...Male	0
...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
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)

	Governing body has gender balance
<i>Bapcor Limited</i>	
1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Bapcor Limited Board of Directors
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	1
...Male	0
...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
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Governing body has gender balance

BAPCOR LOGISTICS SERVICES PTY LTD

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Bapcor Limited Board of Directors
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	1
...Male	0
...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
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Governing body has gender balance (i.e. 40% women / 40% men / 20% either)
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Other (provide details)
	Governing body has gender balance

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

N/A

#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

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

No(*Select all that apply*)

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?

More than 2 years ago but less than 4 years ago

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

.. Yes

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

Inclusive Leadership (Unconscious Bias) on-line training has been deployed to all people leaders. The components of this training are:

- Understanding Diversity and Inclusion
- Understanding and Challenging Unconscious Bias
- Strategies for tackling Unconscious Bias

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?

Focus groups
Performance discussions

	Survey
1.2: Who did you consult?	ALL staff Women only

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No	
...No	Not a priority

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

4: Does your organisation have shareholders?

Yes	
4.1: On what date did your organisation share your previous year's public reports with shareholders?	16-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.

The "Have Your Say" Team Member Engagement Survey, which includes questions on diversity and inclusion as well as demographics by gender, was conducted in April 2021. All team members were invited to participate in the survey.

A Culture Review, with focused diversity and inclusion and gender demographic questions, was conducted in February 2022. A representative sample of team members were invited to participate.

#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
...A business case for flexibility has been established and endorsed at the leadership level	No(<i>Select all that apply</i>)
...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	
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...Leaders are held accountable for improving workplace flexibility	No(<i>Select all that apply</i>)
...No	
...Manager training on flexible working is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	30-Jun-2023
...Employee training is provided throughout the organisation	No(<i>Select all that apply</i>)
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	
...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>)
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(<i>Select all that apply</i>)

...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>)
...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>)

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 Informal options are available
...Compressed working weeks	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Not a priority
...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	Informal options are available Formal 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 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	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Not a priority
...Carer's 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
...Purchased leave	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Not a priority
...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?

Yes

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?

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.

The impact of COVID-19 saw an increase in flexibility, in particular working remotely. A formal 'Flexible Working Arrangements Policy' has been introduced to provide a framework for people leaders and team members to discuss and agree the flexibility options that best suit the requirements of the business and the needs and preferences of the team member. These flexibility options include:

- flexible start and finish times
- rostering arrangements
- working from home
- working from another business location

#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 (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Stillbirth Surrogacy Adoption Birth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on government funded parental leave Yes, on unpaid parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	12
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	81-90%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.1.g.1: How long is the qualifying period?	12
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months

.. Yes	
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave Yes, on government funded parental leave Yes, on unpaid parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	2
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	80-90%
1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.2.g.1: How long is the qualifying period?	12
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

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	Strategy
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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>)
...On-site childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...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>)
...Internal support networks for parents	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...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 SOME worksites
...Referral services to support employees with family and/or caring responsibilities	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Can be accessed via our Employee Assistance Program
...Targeted communication mechanisms (e.g. intranet/forums)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Coaching for employees on returning to work from paid parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...Other (provide details)	No

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
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1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes
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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 Every three years or more
...All employees	Yes(<i>Please indicate how often is this training provided (select all that apply):</i>)
...Yes	At induction Every three years or more

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

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?

No(<i>Select all that apply</i>)	
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	31-Dec-2022

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	No(<i>Select all that apply</i>)
...A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
...Workplace safety planning	No(<i>Select all that apply</i>)
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...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(<i>Is the leave period unlimited?</i>)
...Yes	No

...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of unpaid domestic violence leave are provided?	5
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	A Domestic and Family Violence Helpline can be accessed via our Employee Assistance Program
...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)	No(<i>Select all that apply</i>)
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...Other (provide details)	No

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	18	136	154
			Non-managers	70	196	266
		Fixed-Term Contract	Managers		0	0
			Non-managers		1	1
	Part-time	Permanent	Managers	1		1
			Non-managers	1		1
	N/A	Casual	Non-managers	2	2	4
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	5	31	36
			Non-managers	40	86	126
	Part-time	Permanent	Non-managers	6	5	11
	N/A	Casual	Managers		2	2
			Non-managers	10	11	21
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	19	160	179
			Non-managers	295	835	1,130
		Fixed-Term Contract	Managers	1		1
			Non-managers	11	17	28
	Part-time	Permanent	Managers			0
			Non-managers	23	20	43
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	255	487	742

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

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		2	2
			Managers	23	110	133
			Non-managers	223	570	793
		Fixed-Term Contract	Non-managers	2	0	2
	Part-time	Permanent	Non-managers	31	15	46
	N/A	Casual	Non-managers	33	60	93
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	4		4
			Non-managers	24	1	25
	Part-time	Permanent	Non-managers	16		16
	N/A	Casual	Non-managers	5		5

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	3	3
			Non-managers	18	18
	Part-time	Permanent	Non-managers	5	5

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Wholesaling

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	13	104	117
			Non-managers	56	169	225
		Fixed-Term Contract	Managers		0	0
			Non-managers		1	1
	Part-time	Permanent	Managers	1		1
			Non-managers	1		1
	N/A	Casual	Non-managers	2	1	3
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	5	30	35
			Non-managers	38	76	114
	Part-time	Permanent	Non-managers	5	2	7
	N/A	Casual	Managers		2	2
			Non-managers	6	5	11
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	15	119	134
			Non-managers	257	693	950
		Fixed-Term Contract	Managers	1		1
			Non-managers	11	17	28
	Part-time	Permanent	Non-managers	17	12	29
		Fixed-Term Contract	Non-managers	1		1
	N/A	Casual	Non-managers	167	272	439

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Wholesaling

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		2	2
			Managers	16	81	97
			Non-managers	187	469	656
		Fixed-Term Contract	Non-managers	2		2
	Part-time	Permanent	Non-managers	18	9	27
	N/A	Casual	Non-managers	26	27	53
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	17	1	18
	Part-time	Permanent	Non-managers	11		11
	N/A	Casual	Non-managers	2		2

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Wholesaling

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1
			Non-managers	13	13
	Part-time	Permanent	Non-managers	4	4

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs			0
			Managers	5	32	37
			Non-managers	14	27	41
	N/A	Casual	Non-managers		1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		1	1
			Non-managers	2	10	12
	Part-time	Permanent	Non-managers	1	3	4
	N/A	Casual	Non-managers	4	6	10
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	4	41	45
			Non-managers	38	142	180
		Fixed-Term Contract	Non-managers		0	0
	Part-time	Permanent	Managers			0
			Non-managers	6	8	14
	N/A	Casual	Non-managers	88	215	303

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Retailing

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	Managers	7	29	36
			Non-managers	36	101	137
		Fixed-Term Contract	Non-managers		0	0
	Part-time	Permanent	Non-managers	13	6	19
	N/A	Casual	Non-managers	7	33	40
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	7		7
	Part-time	Permanent	Non-managers	5		5
	N/A	Casual	Non-managers	3		3

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	2	2
			Non-managers	5	5
	Part-time	Permanent	Non-managers	1	1

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workforce Management Statistics Table

* Total employees includes Gender X

Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	123	841	0	0	964
	Full-time contract	1	0	0	0	1
	Part-time permanent	9	5	0	0	14
	Casual	1	2	0	0	3
Professionals	Full-time permanent	39	113	4	3	159
	Full-time contract	1	5	0	0	6
	Part-time permanent	2	1	0	0	3
	Part-time contract	0	1	0	0	1
	Casual	2	3	0	0	5
Technicians And Trades Workers	Full-time permanent	2	72	0	0	74
	Full-time contract	0	1	0	0	1
	Part-time permanent	0	1	0	0	1
	Casual	1	4	0	0	5
Clerical And Administrative Workers	Full-time permanent	107	95	2	0	204
	Full-time contract	1	2	0	0	3
	Part-time permanent	15	4	0	0	19
	Part-time contract	1	0	0	0	1
	Casual	21	4	0	0	25
Sales Workers	Full-time permanent	212	1,016	0	0	1,228
	Full-time contract	6	7	0	0	13
	Part-time permanent	37	37	0	0	74
	Casual	148	387	0	0	535
Machinery Operators And Drivers	Full-time permanent	306	541	0	0	847
	Full-time contract	1	2	0	0	3
	Part-time permanent	48	30	0	0	78
	Casual	159	216	0	0	375
Labourers	Full-time permanent	4	66	0	0	70
	Part-time permanent	0	2	0	0	2
	Casual	0	7	0	0	7

* 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: All Industries

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	0	1	1
HOB	-1	Full-time permanent	1	4	5
GM	-2	Full-time permanent	4	31	35
		Part-time permanent	2	0	2
	-3	Full-time permanent	0	3	3
SM	-2	Full-time permanent	7	9	16
	-3	Full-time permanent	19	79	98
		Full-time contract	1	0	1
	-4	Full-time permanent	2	4	6
	-5	Full-time permanent	0	2	2
OM	-2	Full-time permanent	0	3	3
	-3	Full-time permanent	8	49	57
		Part-time permanent	1	0	1
	-4	Full-time permanent	40	211	251
		Part-time permanent	5	4	9
		Casual	1	2	3
	-5	Full-time permanent	42	444	486
		Part-time permanent	1	1	2

* Total employees includes Gender X

Workplace Profile Table

Industry: Motor Vehicle and Motor Vehicle Parts Wholesaling

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	92	661	0	0	753
	Full-time contract	1	0	0	0	1
	Part-time permanent	6	4	0	0	10
	Casual	1	2	0	0	3
Professionals	Full-time permanent	29	94	4	3	130
	Full-time contract	1	5	0	0	6
	Part-time permanent	2	1	0	0	3
	Part-time contract	0	1	0	0	1
	Casual	1	3	0	0	4
Technicians And Trades Workers	Full-time permanent	2	72	0	0	74
	Full-time contract	0	1	0	0	1
	Part-time permanent	0	1	0	0	1
	Casual	1	4	0	0	5
Clerical And Administrative Workers	Full-time permanent	88	81	2	0	171
	Full-time contract	1	2	0	0	3
	Part-time permanent	9	2	0	0	11
	Part-time contract	1	0	0	0	1
	Casual	11	4	0	0	15
Sales Workers	Full-time permanent	168	868	0	0	1,036
	Full-time contract	6	7	0	0	13
	Part-time permanent	13	11	0	0	24
	Casual	23	58	0	0	81
Machinery Operators And Drivers	Full-time permanent	283	496	0	0	779
	Full-time contract	1	2	0	0	3
	Part-time permanent	46	27	0	0	73
	Casual	159	212	0	0	371
Labourers	Full-time permanent	0	14	0	0	14
	Casual	0	1	0	0	1

* Categorised 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: Motor Vehicle and Motor Vehicle Parts Wholesaling

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	0	1	1
HOB	-1	Full-time permanent	1	3	4
GM	-2	Full-time permanent	4	25	29
		Part-time permanent	2	0	2
	-3	Full-time permanent	0	1	1
SM	-2	Full-time permanent	6	6	12
	-3	Full-time permanent	18	65	83
		Full-time contract	1	0	1
	-4	Full-time permanent	2	4	6
	-5	Full-time permanent	0	2	2
OM	-2	Full-time permanent	0	3	3
	-3	Full-time permanent	6	41	47
	-4	Full-time permanent	24	153	177
		Part-time permanent	3	3	6
		Casual	1	2	3
	-5	Full-time permanent	31	356	387
		Part-time permanent	1	1	2

* Total employees includes Gender X

Workplace Profile Table

Industry: Motor Vehicle and Motor Vehicle Parts Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	31	180	0	0	211
	Part-time permanent	3	1	0	0	4
Professionals	Full-time permanent	10	19	0	0	29
	Casual	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	19	14	0	0	33
	Part-time permanent	6	2	0	0	8
	Casual	10	0	0	0	10
Sales Workers	Full-time permanent	44	148	0	0	192
	Part-time permanent	24	26	0	0	50
	Casual	125	329	0	0	454
Machinery Operators And Drivers	Full-time permanent	23	45	0	0	68
	Part-time permanent	2	3	0	0	5
	Casual	0	4	0	0	4
Labourers	Full-time permanent	4	52	0	0	56
	Part-time permanent	0	2	0	0	2
	Casual	0	6	0	0	6

* Categorised 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: Motor Vehicle and Motor Vehicle Parts Retailing

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
HOB	-1	Full-time permanent	0	1	1
GM	-2	Full-time permanent	0	6	6
	-3	Full-time permanent	0	2	2
SM	-2	Full-time permanent	1	3	4
	-3	Full-time permanent	1	14	15
OM	-3	Full-time permanent	2	8	10
		Part-time permanent	1	0	1
	-4	Full-time permanent	16	58	74
		Part-time permanent	2	1	3
	-5	Full-time permanent	11	88	99

* Total employees includes Gender X

Workplace Profile Table

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Gender X

Workplace Profile Table

* Total employees includes Gender X