

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Corporate group of:** Downer Edí Limited  
**Total group employee count:** 17,381

**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	311	1,132	0	0	1,443
	Full-time contract	32	80	0	0	112
	Part-time permanent	22	8	0	0	30
	Part-time contract	3	1	0	0	4
	Casual	5	24	0	0	29
Professionals	Full-time permanent	527	1,231	9	32	1,758
	Full-time contract	40	72	1	3	112
	Part-time permanent	37	17	0	0	54
	Part-time contract	2	4	0	0	6
	Casual	9	73	0	1	82
Technicians And Trades Workers	Full-time permanent	118	2,559	5	34	2,679
	Full-time contract	48	544	21	112	592
	Part-time permanent	3	23	0	0	26
	Part-time contract	6	21	0	0	27
	Casual	90	797	0	1	887
Community And Personal Service Workers	Full-time permanent	116	203	0	0	319
	Full-time contract	113	177	0	0	290
	Part-time permanent	147	95	0	0	245
	Part-time contract	131	96	0	0	227
	Casual	405	348	0	0	754
Clerical And Administrative Workers	Full-time permanent	690	503	1	0	1,193
	Full-time contract	134	99	1	0	233
	Part-time permanent	100	16	0	0	116
	Part-time contract	12	14	0	0	26
	Casual	152	790	0	0	943
Machinery Operators And Drivers	Full-time permanent	68	813	2	3	881
	Full-time contract	24	134	1	0	158
	Part-time permanent	7	12	0	0	19
	Part-time contract	4	11	0	0	15
	Casual	5	100	0	0	105
Labourers	Full-time permanent	236	724	1	7	960
	Full-time contract	303	321	0	0	624
	Part-time permanent	244	244	0	0	488
	Part-time contract	309	171	0	0	481
	Casual	435	1,026	0	0	1,463

\* 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	0	2	0	0	2
GM	Full-time permanent	12	56	0	0	68
	Full-time contract	0	1	0	0	1
	Part-time permanent	2	0	0	0	2
SM	Full-time permanent	35	150	0	0	185
	Full-time contract	1	4	0	0	5
	Part-time contract	0	1	0	0	1
	Casual	0	2	0	0	2
OM	Full-time permanent	264	922	0	0	1,186
	Full-time contract	31	75	0	0	106
	Part-time permanent	20	8	0	0	28
	Part-time contract	3	0	0	0	3
	Casual	5	22	0	0	27

\* 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			18	70	44	62	195
Part-time	Permanent					3	4	7
Full-time	Fixed-term			2	3	4	12	21
Part-time	Fixed-term				1			1
N/A	casual						3	3

**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			8	31			39
Part-time	Permanent							
Full-time	Fixed-term			1	1			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			34	142	110	113	399
Part-time	Permanent					5		5
Full-time	Fixed-term			4	8	7	21	40
Part-time	Fixed-term				2	1	2	5
N/A	casual					15	21	36

**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	74	376	427	1,164	2,045
Part-time	Permanent			1	3	137	66	210
Full-time	Fixed-term			18	54	169	374	618
Part-time	Fixed-term					54	44	99
N/A	casual			2	22	876	1,726	2,634

\* 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			36	182	371	1,101	1,690
Part-time	Permanent				3	111	83	197
Full-time	Fixed-term			10	19	163	421	613
Part-time	Fixed-term					130	104	234
N/A	casual				3	379	831	1,215

**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			19	3	103	21	146
Part-time	Permanent			2		20		22
Full-time	Fixed-term			2		36	5	43
Part-time	Fixed-term					27		27
N/A	casual					3	2	5

**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				7	1	49	57
Part-time	Permanent						1	1
Full-time	Fixed-term				1		14	15
Part-time	Fixed-term					1	3	4
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		3
Part-time	Permanent					1		1
Full-time	Fixed-term			1		5	1	7
Part-time	Fixed-term					4		4
N/A	casual							

\* Total employees includes Non-binary