

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Corporate group of: Watpac Limited
Total group employee count: 668

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	14	81	0	0	95
	Part-time permanent	5	2	0	0	7
	Casual	0	2	0	0	2
Professionals	Full-time permanent	72	191	5	2	263
	Full-time contract	3	3	0	0	6
	Part-time permanent	4	4	0	0	8
	Part-time contract	0	1	0	0	1
	Casual	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	5	98	1	0	103
	Full-time contract	0	3	0	0	3
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	38	13	0	0	51
	Full-time contract	2	0	0	0	2
	Part-time permanent	4	3	0	0	7
	Casual	1	3	0	0	4
Machinery Operators And Drivers	Full-time permanent	0	32	0	0	32
Labourers	Full-time permanent	9	69	0	3	78
	Part-time contract	0	3	0	3	3

* 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
GM	Full-time permanent	3	7	10
	Part-time permanent	1	0	1
	Full-time permanent	11	73	84
OM	Part-time permanent	4	2	6
	Casual	0	2	2

* 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		1	1	5	24	21	52
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							
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			1	7	29	90	127
Part-time	Permanent					1	4	5
Full-time	Fixed-term					2		2
Part-time	Fixed-term							
N/A	Casual				1	1	5	7

* 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		14	14	49	78
Part-time	Permanent					2	1	3
Full-time	Fixed-term					2		2
Part-time	Fixed-term							
N/A	Casual						3	3

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					8		8
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term					1		1
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				10			10
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