

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting

**Employer:** BHP Group Limited

**Employee count:** 1,357

**Primary industry:** 1090 - Other Mining Support Services

**Relevant employer:** Yes

**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	209	256	0	0	465
	Full-time contract	6	1	0	0	7
	Part-time permanent	10	2	0	0	12
	Part-time contract	1	0	0	0	1
Professionals	Full-time permanent	419	307	13	5	726
	Full-time contract	19	5	0	0	24
	Part-time permanent	86	4	0	0	90
	Part-time contract	8	1	0	0	9
Clerical And Administrative Workers	Full-time permanent	13	1	0	0	14
	Full-time contract	1	0	0	0	1
	Part-time permanent	5	3	0	0	8

\* 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	5	2	0	0	7
GM	Full-time permanent	20	28	0	0	48
SM	Full-time permanent	55	75	0	0	130
	Full-time contract	0	1	0	0	1
	Part-time permanent	2	0	0	0	2
OM	Full-time permanent	129	150	0	0	279
	Full-time contract	6	0	0	0	6
	Part-time permanent	8	2	0	0	10
	Part-time contract	1	0	0	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			19	18	32	23	92
Part-time	Permanent			2		4		6
Full-time	Fixed-term			2				2
Part-time	Fixed-term							
N/A	Casual							

**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			9	12			21
Part-time	Permanent			1				1
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			54	61	84	59	258
Part-time	Permanent			4		11	2	17
Full-time	Fixed-term					3	1	4
Part-time	Fixed-term					1		1
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		22	8	64	49	144
Part-time	Permanent			1		12		13
Full-time	Fixed-term			3	1	23	6	33
Part-time	Fixed-term					7	1	8
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			13	7	18	13	51
Part-time	Permanent					5		5
Full-time	Fixed-term					1	4	5
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			12	11	43	18	84
Part-time	Permanent			2	0	21	0	23
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			1	12		21	34
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