

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Employer:** BHP Waio Pty Ltd  
**Employee count:** 14,521  
**Primary industry:** 0801 - Iron Ore Mining  
**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	204	361	0	0	565
	Full-time contract	0	1	0	0	1
	Part-time permanent	17	1	0	0	18
Professionals	Full-time permanent	1,816	3,620	75	59	5,436
	Full-time contract	25	8	0	0	33
	Part-time permanent	206	38	0	0	244
	Part-time contract	4	1	0	0	5
Technicians And Trades Workers	Full-time permanent	1,013	2,607	88	32	3,620
	Full-time contract	204	83	191	83	287
	Part-time permanent	20	87	0	0	107
Community And Personal Service Workers	Full-time permanent	51	37	0	0	88
	Full-time contract	3	0	0	0	3
	Part-time permanent	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	242	105	2	0	347
	Full-time contract	7	2	2	0	9
	Part-time permanent	26	4	0	0	30
	Part-time contract	6	6	0	0	12
	Casual	38	14	4	1	52
Machinery Operators And Drivers	Full-time permanent	1,201	2,131	0	0	3,332
	Full-time contract	129	23	0	0	152
	Part-time permanent	78	99	0	0	177
	Part-time contract	1	0	0	0	1
	Casual	1	0	0	0	1

\* 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
GM	Full-time permanent	5	6	0	0	11
SM	Full-time permanent	13	20	0	0	33
	Full-time permanent	186	334	0	0	520
OM	Full-time contract	0	1	0	0	1
	Part-time permanent	17	1	0	0	18

\* 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			10	7	30	14	61
Part-time	Permanent					5	1	6
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	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			6	5			11
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			28	33	146	184	391
Part-time	Permanent					8		8
Full-time	Fixed-term					21	12	33
Part-time	Fixed-term					1		1
N/A	Casual					4	1	5

**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			2	2	163	120	287
Part-time	Permanent					17		17
Full-time	Fixed-term					36	15	51
Part-time	Fixed-term					1		1
N/A	Casual					2		2

\* 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			3	4	25	44	76
Part-time	Permanent					4	3	7
Full-time	Fixed-term					6	4	10
Part-time	Fixed-term							
N/A	Casual					1		1

**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			6	15	63	58	142
Part-time	Permanent				1	21	2	24
Full-time	Fixed-term					4		4
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				4		38	42
Part-time	Permanent							
Full-time	Fixed-term						1	1
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			1		10		11
Part-time	Permanent							
Full-time	Fixed-term					3		3
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary