

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Corporate group of:** Saint-Gobain Abrasives Pty Ltd  
**Total group employee count:** 144

**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 | 4                | 28 | 0   | 0 | 32               |
| Professionals                       | Full-time permanent | 4                | 7  | 0   | 0 | 11               |
| Technicians And Trades Workers      | Full-time permanent | 0                | 9  | 0   | 0 | 9                |
| Clerical And Administrative Workers | Full-time permanent | 19               | 6  | 0   | 0 | 25               |
|                                     | Part-time permanent | 1                | 0  | 0   | 0 | 1                |
|                                     | Casual              | 1                | 1  | 0   | 0 | 2                |
| Sales Workers                       | Full-time permanent | 1                | 16 | 0   | 0 | 17               |
| Machinery Operators And Drivers     | Full-time permanent | 1                | 46 | 0   | 0 | 47               |

\* 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 | 2                | 2  | 0   | 0 | 4                |
| GM               | Full-time permanent | 1                | 5  | 0   | 0 | 6                |
| SM               | Full-time permanent | 1                | 6  | 0   | 0 | 7                |
| OM               | Full-time permanent | 0                | 14 | 0   | 0 | 14               |

\* 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   | 2    |                                       | 1    | 1            | 1    | 5      |
| 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 | CEOs, KMPs & HOBs |      | All managers |      | 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 3**  
**How many employees were internally appointed?**

| Contract Type | Employment Type | CEOs, KMPs & HOBs |      | Managers<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   |      |                                       |      |              | 4    | 4      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   |      |                                       | 1    | 2            | 8    | 11     |
| Part-time     | Permanent       |                   |      |                                       |      |              |      |        |
| Full-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| Part-time     | Fixed-term      |                   |      |                                       |      | 1            |      | 1      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   |      |                                       | 4    |              | 7    | 11     |
| Part-time     | Permanent       |                   |      |                                       |      |              |      |        |
| Full-time     | Fixed-term      |                   |      |                                       |      |              |      |        |
| Part-time     | Fixed-term      |                   |      |                                       |      | 1            |      | 1      |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   |      |                                       |      | 2            |      | 2      |
| Part-time     | Permanent       |                   |      |                                       |      |              |      |        |
| 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<br>(excl. CEOs, KMPs & HOBs) |      | Non-managers |      | Total* |
|---------------|-----------------|-------------------|------|---------------------------------------|------|--------------|------|--------|
|               |                 | Female            | Male | Female                                | Male | Female       | Male |        |
| Full-time     | Permanent       |                   |      |                                       |      |              | 2    | 2      |
| 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<br>(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