















2022 - 23 Gender Equality Reporting

Submitted By:

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Big Island Mining Pty Ltd 12112787470





#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy

Retention: Yes

Strategy

Performance management processes: Yes

Policy

Promotions: No.

Currently under development

Estimated Completion Date: 2023-12-31

Talent identification/identification of high potentials: NoCurrently under

development

Estimated Completion Date: 2023-12-31

Succession planning: No Currently under development

Estimated Completion Date: 2023-12-31

Training and development: No

Other

Other: The Company has a policy regarding Professional Development Training Opportunities and is working on a broader Training & Development Strategy with underpinning policies.

Key performance indicators for managers relating to gender equality: NoNot a priority

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

In FY22 we established a Diversity and Inclusion Working Group and a 3-year Diversity & Di





and the focus will be on developing a formal talent identification and succession planning process that has a specific focus on identifying and supporting talented females for implementation in FY24.

The Company has developed the Aurelia Way (Code of Conduct), which is published on our website and all employees have been trained and assessed in the Aurelia Way. This includes workplace behaviours with respect to sexual harassment, bullying and discrimination.

Governing Bodies

Organisation: Aurelia Metals Limited

1.Name of the governing body: Board of Directors2.Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair			
	Female (F)	Male (M)	Non-Binary
	0	1	0
Member		1	
	Female (F)	Male (M)	Non-Binary
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Strategy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 25

6.2 Year of target to be reached: 30/06/2023

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Other





Other value: Target of 25% female participation, currently 33% of Non-Executive Directors are Female.

Organisation: Peak Gold Mines Pty Ltd

1.Name of the governing body: Board of Directors2.Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair			
	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 25

6.2 Year of target to be reached: 30/06/2023

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Other

Other value: Target of 25% female participation, currently 33% of Non-Executive Directors

are Female.

Organisation: Hera Resources Pty Limited

1.Name of the governing body: Board of Directors





2.Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair			
	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 25

6.2 Year of target to be reached: 30/06/2023

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Other

Other value: Target of 25% female participation, currently 33% of Non-Executive Directors

are Female.

Organisation: Aurelia Metals Limited

1.Name of the governing body: Board of Directors2.Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair





	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 25

6.2 Year of target to be reached: 30/06/2023

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Other

Other value: Target of 25% female participation, currently 33% of Non-Executive Directors

are Female.

Organisation: Big Island Mining Pty Ltd

1.Name of the governing body: Board of Directors2.Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair			
	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			
	Female (F)	Male (M)	Non-Binary
	2	3	0



4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 25

6.2 Year of target to be reached: 30/06/2023

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Other

Other value: Target of 25% female participation, currently 33% of Non-Executive Directors

are Female.

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Aurelia is committed to having a minimum of 25% representation of women on our governing body. We have 33.33% Non-Executive Directors on the board in FY23.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?
Yes

Policy; Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To implement and/or maintain a transparent and rigorous performance assessment process



- 2. What was the snapshot date used for your Workplace Profile? 01/03/2023
- 4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Gender pay analysis forms part of the Company's Diversity and Inclusion Policy overseen by the Aurelia Board and in particular forms part of the Remuneration and Nominations Committee Charter and annual work plan to review and address any gaps.

Aurelia has defined remuneration bands to ensure that the only differentiators for remuneration are the skills, qualifications, and experience of the employee in that particular role. Employees in like-for-like roles within the same remuneration band are assessed each year to ensure pay parity and equity in salary reviews.

The performance reviews (based on the achievement and development plans set at the beginning of the financial year) determine remuneration increases in an objective way and are moderated by the senior leadership team to ensure there is internal consistency and no gender or other attribute bias. The Company continues to train leaders on how to only utilise objective criteria to make decisions about remuneration increases and performance.

Performance and salary reviews are moderated by the senior leadership team to ensure there is internal consistency and no gender or other attribute bias. Findings are presented to the board for final approval before any increases are issued to the workforce.

Employer action on pay equality

- 1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)? Yes
 - **1.1** When was the most recent gender remuneration gap analysis undertaken? Within the last 1-2 years
 - 1.2 Did you take any actions as a result of your gender remuneration gap analysis?

 No

No unexplained or unjustifiable gaps identified

1.3 What type of gender remuneration gap analysis has been undertaken?



A like-for-like gap analysis; A by-level gap analysis

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

1.1 How did you consult employees?

Consultative committee or group; Exit interviews; Survey; Performance discussions

1.2 Who did you consult?

Management; Employee representative group(s); Diversity committee or equivalent; Other

Other: Surveys are sent to all staff.

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

Other

Other:We have dedicated Employee Working Groups on site, each with a Charter that defines the roles and responsibilities of the group. The Company consults with these groups regarding gender equality initiatives.

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Yes

Date:01/06/2022

Shareholder:

Yes

Date:01/06/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Yes





5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

In FY21 the Company completed a baseline assessment on diversity and inclusion by conducting substantial interviews across our mining operations and corporate office. The results of this baseline assessment were used in FY22 to develop the Diversity & Diversity & Inclusion 3yr strategy and progress against these actions are communicated to all staff. In FY23 we continue to work through the actions under the strategy.

In FY22 we conducted an Employee Engagement Survey with 75% participation. Included in this survey were the questions from the WGEA Employee of Choice Certification. Focus Groups and Employee Working Groups have been established to develop an action plan stemming from feedback from the survey, including actions that address gender equality.

We continue to collect information from our workforce relating to gender equality through targeted questions in Exit Interviews, surveys on psychological hazards and sustainability surveys.

The Executive Team and Governing body are across gender equality initiatives and this report via our Sustainability and Risk Committee and Remuneration and Nominations Committee.

#Flexible Work

Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

No

Not aware of the need





Employees are surveyed on whether they have sufficient flexibility Yes

Employee training is provided throughout the organisation

No

Not aware of the need

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

No

Not a priority

Targets have been set for engagement in flexible work

No

Not aware of the need

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No

Not aware of the need

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

No

Not aware of the need

Leaders are held accountable for improving workplace flexibility

No

Not a priority

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Currently under development

Estimated Completion Date: 2023-12-31





Targets have been set for men's engagement in flexible work

No

Not a priority

Team-based training is provided throughout the organisation

No

Not aware of the need

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and menFormal options are available

Compressed working weeks: Yes

SAME options for women and menFormal options are available

Flexible hours of work: Yes

SAME options for women and menFormal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and menFormal options are available

Purchased leave: No

Not a priority

Remote working/working from home: Yes

SAME options for women and menFormal options are available; Informal options are available

Time-in-lieu: Yes

SAME options for women and men

Informal options are available

Unpaid leave: Yes

SAME options for women and menFormal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting





periods?

Yes, women and men

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below. The Company introduced a Flexible Work Standard that outlines the formal Flexible Work Arrangements for all employees. This standard was developed based on the feedback of our Diversity & Diversity

It includes part-time, job sharing, working from home/hybrid working style, compressed working weeks, career breaks, flexible start & times and graduated increase or decrease in working hours.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer definition

- 1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

 Yes
 - 1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:

All, regardless of gender

1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:

Birth; Adoption; Surrogacy; Stillbirth

1.1.c. How do you pay employer funded paid parental leave to primary carers?

Paying the employee's full salary

1.1.d. Do you pay superannuation contribution to your primary carers while they are on parental leave?

Yes, on employer funded parental leave

- 1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?

 18
- 1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals? 51-60%





1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months

- 1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

 Yes
 - 1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:

All, regardless of gender

1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:

Birth; Adoption; Surrogacy; Stillbirth

1.2.c. How do you pay employer funded paid parental leave to Secondary carers?

Paying the employee's full salary

1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?

Yes, on employer funded parental leave

1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?

- 1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals? 51-60%
- 1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

12

1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 12 months



Workplace Gender Equality Agency

Date Created: 16-06-2023

2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

A Group Parental Leave Standard was developed and approved in FY23 that has been benchmarked against best practice in the market.

The Company focused on removing gender from the policy, referring simply to "primary carer" and "secondary carer" rather than maternity or paternity leave. This policy emphasises flexibility and is aimed at supporting parents to return to our workforce whilst balancing additional responsibilities at home.

The scheme offers 18 paid weeks of parental leave for the primary carer. Upon returning to work, the Company will pay the balance of Superannuation (i.e. what the employee would have received for the time off, up to 12 months) and the balance of Annual Leave up to 4 weeks.

Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy

- 2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?
 - 2.1. Employer subsidised childcare

No

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

Yes

Available at ALL worksites

2.3. Breastfeeding facilities

No

Currently under development

Estimated Completion Date: 2023-12-31

2.4. Childcare referral services





No

Insufficient resources/expertise

2.5. Coaching for employees on returning to work from parental leave

Yes

Available at ALL worksites

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

2.7. Internal support networks for parents

No

2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No

2.13. On-site childcare

No

Other: Breach of mining rules and regulations.

2.14. Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

The Company has introduced a Flexible Working Standard and the Group Parental Leave Standard. These standards provide greater clarity around the support mechanisms for carers. The Parental Leave Standard will have an accompanying 'Parental Leave Toolkit' that acts as an information pack and outlines Keeping In Touch Days, options for a graduated return to work, flexibility in how the leave is





taken, an FAQ for navigating both the government paid scheme and the Company's paid scheme, and referral services for new parents.

Sexual harassment, harassment on the grounds of sex or discrimination

1.	Do you have a formal policy and/or formal strategy on the prevention and
	response to sexual harassment, harassment on the grounds of sex or discrimination?
	Yes
	Policy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Managers:

Yes

At induction

Other

Provide Details: Every 2 years

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

The Company has a Code of Conduct (The Aurelia Way) and Workplace Behaviour Standard that clearly outlines a zero tolerance for sex-based harassment. In FY22 we conducted training for our employees, contractors and suppliers for the Aurelia Way which now forms part of our site-based inductions.

In FY23 we are currently rolling out targeted and detailed face-to-face training with our entire workforce on the Workplace Behaviour Standard .This training





emphasised that the Company will take all matters seriously and ensure we have safe and effective avenues for employees to raise concerns, (through internal grievance mechanism and external whistleblower provider) to appropriately address those concerns and encourage anyone with concerns or who witnesses inappropriate behaviour to speak up. This training aims to help employees identify harassment, sexual harassment, bullying, discrimination and victimisation. It also encompasses active bystander training.

We have also recognised that investigations of sexual harassment should be given them same level of rigour applied to other high potential risk safety incidents, for this reason any incident and investigation regarding sexual harassment is included as part of the Senior Management Taskforce for Significant Incidents. This allows the investigation to be reviewed by subject matter experts to rigorously investigate the matter and ensure all risks are identified and controls applied as per our Incident Cause Analysis Methodology (ICAM) process.

Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

No

Currently under development

Estimated Completion Date: 2023-12-31

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

No

Other

Provide Details: No EA in place, there is a clause referring to the ability to take Domestic Violence Leave under the NES.

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes





	Employee assistance program (including access to psychologist, chaplain or counsellor) Yes
	Emergency accommodation assistance Yes
	Provision of financial support (e.g. advance bonus payment or advanced pay)
	No Other
the ind	
	Yes
	Offer change of office location Yes
	Access to medical services (e.g. doctor or nurse) Yes
	Training of key personnel Yes
	Referral of employees to appropriate domestic violence support services for expert advice Yes

Workplace safety planning

No

Insufficient resources/expertise





Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No

Not aware of the need

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How may days are provided? 10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Other: No

Provide Details:

2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

The Company provides access to the 10 Days of Paid Domestic Violence Leave as per the National Employment Standards. Any additional leave or financial assistance is offered on a case-by-case basis. The type of support mechanism provided is also assessed on a case-by-case basis.

The Company recognises that this is a sensitive time for our employees and has put mechanisms in place to ensure the utmost confidentiality is maintained when an employee applies for and receives payment for Domestic Violence Leave.

The Company worked with other employers navigating this change to understand the best practice ways of implementing the paid Domestic Violence Leave days and to ensure that it understands the impacts that some decisions or ways of working





impact victims of Domestic Violence.

Date Created: 16-06-2023

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers		5	5
			Non-managers	5	13	18
	Part-time	Permanent	Managers	1		1
How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		5	5
, ,,			Non-managers	3	19	22
How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		2	2
			Managers	8	13	21
			Non-managers	32	112	144
		Fixed-Term Contract	Non-managers	2		2

^{*} Total employees includes Non-binary

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time Permanent	CEO, KMPs, and HOBs		4	4	
			Managers	2	16	18
			Non-managers	20	74	94
		Fixed-Term Contract	Managers	1		1
			Non-managers	3		3
	Part-time	Permanent	Managers	1		1
			Non-managers	2		2
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Part-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
and anpula):	unpulay).		Managers		1	1
			Non-managers		3	3

^{*} Total employees includes Non-binary

* Total employees includes Non-binary

Industry: Metal Ore Mining

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers		5	5
			Non-managers	5	13	18
	Part-time	Permanent	Managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers		5	5
пистапу аррописи:			Non-managers	2	10	12
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		2	2
			Managers	8	13	21
		Non-managers	32	108	140	
		Fixed-Term Contract	Non-managers	2		2

^{*} Total employees includes Non-binary

Industry: Metal Ore Mining

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time Permanent (CEO, KMPs, and HOBs		4	4	
			Managers	2	16	18
			Non-managers	19	69	88
		Fixed-Term Contract	Managers	1		1
			Non-managers	3		3
	Part-time Permanent	Managers	1		1	
			Non-managers	2		2
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Part-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
ao. anparaj.			Managers		1	1
			Non-managers		3	3

^{*} Total employees includes Non-binary

* Total employees includes Non-binary

Industry: Exploration and Other Mining Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Non-managers	1	9	10
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers		4	4

^{*} Total employees includes Non-binary

Industry: Exploration and Other Mining Support Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
. How many employees ncluding partners with an mployment contract) oluntarily resigned?	Full-time	Permanent	Non-managers	1	5	6

^{*} Total employees includes Non-binary

* Total employees includes Non-binary

Industry: All Industries

		No. of employees		Number of apprentices and graduates (combined)		Total	
Occupational category*	Employment status	F	М	F	М	employees**	
Managers	Full-time permanent	9	38	0	0	47	
	Part-time permanent	1	0	0	0	1	
Professionals	Full-time permanent	20	56	2	4	82	
	Part-time permanent	1	1	0	0	2	
	Casual	1	0	0	0	1	
Technicians And Trades Workers	Full-time permanent	0	49	1	5	55	
Clerical And Administrative Workers	Full-time permanent	13	3	0	0	16	
	Part-time permanent	1	0	0	0	1	
Machinery Operators And Drivers	Full-time permanent	18	94	0	0	112	
	Casual	1	1	0	0	2	
Labourers	Full-time permanent	3	3	0	0	6	

^{*} Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Non-binary

Industry: All Industries

		No. of employees		
Manager category	Employment status	F	М	Total*
CEO	Full-time permanent	0	1	1
КМР	Full-time permanent	0	2	2
нов	Full-time permanent	0	3	3
GM	Part-time permanent	1	0	1
SM	Full-time permanent	1	10	11
ОМ	Full-time permanent	8	22	30

^{*} Total employees includes Non-binary

Industry: Metal Ore Mining

		No. of employees		Number of apprentices and graduates (combined)		Total employees**	
Occupational category*	Employment status	F	М	F	М	employees	
Managers	Full-time permanent	7	33	0	0	40	
	Part-time permanent	1	0	0	0	1	
Professionals	Full-time permanent	17	47	2	2	68	
	Part-time permanent	1	0	0	0	1	
	Casual	1	0	0	0	1	
Technicians And Trades Workers	Full-time permanent	0	41	1	5	47	
Clerical And Administrative Workers	Full-time permanent	12	3	0	0	15	
Machinery Operators And Drivers	Full-time permanent	13	78	0	0	91	
Labourers	Full-time permanent	2	2	0	0	4	

^{*} Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Non-binary

Industry: Metal Ore Mining

		No. of employees		
Manager category	Employment status	F	М	Total*
CEO	Full-time permanent	0	1	1
КМР	Full-time permanent	0	2	2
нов	Full-time permanent	0	2	2
GM	Part-time permanent	1	0	1
SM	Full-time permanent	0	9	9
ОМ	Full-time permanent	7	19	26

^{*} Total employees includes Non-binary

Industry: Exploration and Other Mining Support Services

		No. of employees		Number of apprentices and graduates (combined)		Total
Occupational category*	Employment status	F	М	F	М	employees**
Managers	Full-time permanent	2	5	0	0	7
Professionals	Full-time permanent	3	9	0	2	14
	Part-time permanent	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	0	8	0	0	8
Clerical And Administrative Workers	Full-time permanent	1	0	0	0	1
	Part-time permanent	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	5	16	0	0	21
	Casual	1	1	0	0	2
Labourers	Full-time permanent	1	1	0	0	2

^{*} Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Non-binary

Industry: Exploration and Other Mining Support Services

		No. of employees					
Manager category	Employment status	F	М	Total*			
НОВ	Full-time permanent	0	1	1			
SM	Full-time permanent	1	1	2			
ОМ	Full-time permanent	1	3	4			

^{*} Total employees includes Non-binary