

Employer Public Report

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Submitted By:

Metcash Trading Limited 61000031569

Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Other

Provide details: Our strategy includes LGBTQ+ Community and Allies

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in male-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

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

Metcash continues to design and offer key strategies and initiatives that drive and support



gender equality, which include: As part of our DEI Strategy we have a key focus on recruitment to increase the number of women in male dominated roles, in particular, our frontline logistics team members. Females in Leadership (Gender Agenda) – implemented to create a strategic, accountable, integrated culture that champions women in the workplace in a fair, respectful, and inclusive manner. Programs specifically aimed at developing women at Metcash. Belonging and Gender Equality Strategy - underpins commitments in the diversity, inclusion and gender equality spaces and taps into additional talent pools. Gender Affirmation Policy – supports an employee undertaking gender transition and guides their teams in how to support that individual. Diversity Equity & Inclusion Council – members represent Pillars and Functions across the business who influence and champion and drive diversity, equity and inclusion across the organisation and endorse the gender equality strategy, along with internal gender-related initiatives or programs. Remuneration Review - a robust, unbiased, and market-driven job and remuneration framework, which includes specific analysis of gender pay by both WGEA levels and Hay job bands, to ensure equal pay in roles at the same levels, for both existing team members and new hires. This includes algorithms in the remuneration system to make default recommendations for higher increases where disparity exists. Board and Group Leadership Team Action - tangible action is taken by the Board, People, Culture and Nominations Committee and Group Leadership Team to reduce gender pay inequity through our annual remuneration review cycle. Leadership Training - Metcash is committed to leadership development and acceleration and has programs in place for our leaders, at various levels, to strengthen leadership capability. By investing in developing constructive and mindful leaders, we build leaders who role model expectations of behaviour in relation to a culture of inclusion. We also have a specific program to increase leadership capability at the frontline. Female Talent Program – Metcash provides opportunities for emerging Female Talent through the “STRIVE” program which identifies emerging female leadership talent and support their career and development with targeted, cohort based learning, Alumni networks and connects as well functional/business appropriate Career Coaching. 81 Women have completed Strive program, with another cohort planned for CY2025. The retention rate for Strive participants is 84%.



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Metcash Trading Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Board Of Directors

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	3

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy; Strategy

E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Advertisement of governing body positions; Gender diversity on candidate shortlists; Succession planning for the governing body; Gender diversity and inclusion



F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

No

Selected value: Governing body is already gender balanced (at least 40% women and 40% men)

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

Diversity at Metcash refers to all characteristics that make individuals different from each other. People are multidimensional in their diversity, and the characteristics, elements and factors that contribute to diversity can be both visible and invisible. Metcash has the highest level of commitment to diversity, equity, and inclusion from the Board through to each team member within the business.



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; 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 implement and/or maintain a transparent and rigorous performance assessment process; Other (provide details)

Other: To maintain a transparent and rigorous pay review process (both fixed and variable pay).

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months



2.2c Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Created a pay equity strategy or gender equality action plan; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Reviewed talent acquisition processes; Implemented other changes (provide details):

Provide details: We have a process throughout the year for consciously considering pay adjustments during promotions to ensure pay parity.

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

Yes

2.4a How did you consult employees?

Employee experience survey; Consultative committee or group

2.4b Who did you consult?

ALL staffEmployee representative group(s); Diversity committee or equivalent

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

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

At Metcash, we consult on gender equity through; - Board of Directors - People, Culture and Nominations Committee - Diversity, Equity, and Inclusion Council - Annual engagement survey and exit interviews – provide team members with the opportunity to provide confidential feedback and suggestions by responding to quantitative and qualitative questions. Communication to team members is done via; - Intranet - Across all employees via a communication app available on team members' phones - Onsite digital communication screens - Newsletters and; - National road shows conducted by senior leaders Additionally The executive summary report has been submitted to the governing body, due to fewer than 5 organisations in the industry benchmark we do not receive a separate industry benchmark report.



Flexible Work

Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

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

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The organisation's approach to flexibility is integrated into client conversations; All team meetings are offered online; The ability to job-share is incorporated into job design and advertising of new roles

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	No
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

We offer flexible work arrangements, including time in lieu, part-time, job-sharing arrangements and working from home opportunities. Unless a flexibility agreement results in a change to the terms and conditions of a team member's employment, these agreements are



managed between a team member and their leader. Through our e-learning platform we offer training to leaders and teams on flexible work and leading hybrid teams. Within the warehouse environment, where they are governed by an Enterprise Agreement (EA), there are flexibility clauses incorporated in and where the EA doesn't allow for this, there is an opportunity for individuals to ask for Individual Flexibility Agreements (IFAs), which help support individuals flexible work arrangements to suit their needs. For eligible team members who have less than two weeks' annual leave entitlement, remaining in a year, there is also an additional fifth week of annual leave on offer. The well-being of our people is important to us, and there are times where we can all use a day out to rest and recuperate. To make this easier, we have Well-being days. All full-time team members are allowed to take up to two days of their accrued Personal/carer's leave (pro-rata for part-time team members) per calendar year, without needing to provide evidence for the reason for the absence.



Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, ¹²recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 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 distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth

Secondary: Birth; Adoption; Surrogacy; Stillbirth

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?



Primary:

Lowest entitlement: 12

Highest entitlement:

Secondary:

Lowest entitlement: 4

Highest entitlement:

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees

Secondary: Permanent employees

4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?

Primary: No qualifying period

Secondary: No qualifying period

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Anytime within 12 months

Secondary: Anytime within 12 months

**4.1h Does your organisation have an opt out approach to parental leave?
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

Primary: No

Secondary: No



4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable)

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

Primary Carers: Metcash parental leave is connected to the birth, surrogacy, adoption, or stillbirth of a child. To be eligible, primary carers need to be permanent full time or part time team members and can choose to receive 12 weeks at full base rate or 24 weeks at half pay. Secondary Carers: Paid parental leave for secondary carers is four weeks at Metcash. In addition, Metcash encourages secondary carers to utilise the flexible work options offered by Metcash during the first 12 months, following the birth/adoption of their child.



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities

4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No



Support mechanism	Answer
Breastfeeding facilities	Yes
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
Keep-in-touch programs for carers on extended leave and/or parental leave	No
Access to counselling and external support for carers (e.g. EAP)	Yes



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

We work to ensure our policies are reviewed and updated to support gender equality and workplace flexibility, such as: 1. Paid parental leave for primary carers for the birth, surrogacy, adoption, or stillbirth of a child. 12 weeks at full pay is offered and eligible secondary carers can access up to four weeks paid leave. 2. Paid and unpaid leave for eligible team members impacted by Domestic and Family Violence is available, in addition to support mechanisms available through the Employee Assistance Program. 3. Continue to promote the uptake of a fifth week of annual leave for eligible team members, designed to encourage our people to balance work and home commitments. 4. Resources and toolkits to assist team members and their leaders to discuss and implement flexible work practices.



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

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

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	Yes	No
The Governing Body	Yes		Yes	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

New staff at induction;Other

Provide Details: Standing agenda item at meetings between Governing Body and CEO, along with statements in the annual reports. All team members are also required to do refresher training on code of conduct annually.

Chief Executive Officer or equivalent

Yes

At staff inductions;Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy)

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Other

Provide Details: Identification, assessment, and control measures in place to manage the risk of vicarious trauma to responding team members is currently in motion and is underway.

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train identified contact officers

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Trained, trauma-informed support staff/contact officers; Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions; Other (Please specify)

Provide Details: Trained trauma counsellors wrt sexual harassment through our EAP provider. Metcash psychosocial safety standard addresses sexual harassment reporting & support services. This is communicated at safety catch ups & through 'Leading Safety' training

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring



5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

At every meeting

CEO or equivalent

No

Key Management Personnel

No

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

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

At Metcash, we seek to create a working environment that is diverse, inclusive and that treats people with dignity and respect. This means that we have no tolerance for unlawful discrimination, bullying, harassment or victimisation. All grievances raised under our Appropriate Workplace Behaviour Policy will be taken seriously and managed promptly in accordance with the following guiding principles, as far as possible:

- meeting our obligations under relevant laws
- encouraging and facilitating informal resolution, where appropriate
- keeping the grievance as confidential as possible
- providing all parties with procedural fairness
- ensuring all parties have access to appropriate support, such as Metcash's employee assistance program (EAP).



Harm Prevention

Family or Domestic Violence

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

Yes

Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	No
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	Yes
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid domestic violence leave?

15



Access to unpaid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer unpaid family and domestic violence leave by negotiation or as needed?

Yes

How many days of unpaid domestic violence leave?

10

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

For unpaid Domestic Family Violence Leave, this portal requires a numerical number of days to be entered. In reality we do not have a set number of days or quota, we work with each individual team member and leader and deal with it on a case by case basis.



Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Metcash Trading Limited
Total group employee count: 7,668

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	226	470	0	0	696
	Full-time contract	10	5	0	0	15
	Part-time permanent	20	2	0	0	22
	Part-time contract	2	0	0	0	2
Professionals	Full-time permanent	268	337	0	0	605
	Full-time contract	16	11	0	0	27
	Part-time permanent	28	4	0	0	32
	Part-time contract	2	1	0	0	3
	Casual	2	1	0	0	3
Technicians And Trades Workers	Full-time permanent	3	21	0	0	24
	Part-time permanent	2	1	0	0	3
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	490	208	2	1	698
	Full-time contract	15	9	0	0	24
	Part-time permanent	86	2	0	0	88
	Part-time contract	0	1	0	0	1
	Casual	13	6	0	0	19
Sales Workers	Full-time permanent	198	493	0	0	691
	Full-time contract	0	1	0	0	1
	Part-time permanent	59	59	0	0	118
	Casual	132	266	0	0	398
Labourers	Full-time permanent	485	2,320	0	0	2,805
	Full-time contract	2	2	0	0	4
	Part-time permanent	140	150	0	0	290
	Casual	264	827	0	0	1,091
Other	Full-time permanent	3	4	0	0	7

* 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	1	4	0	0	5
	Full-time permanent	0	1	0	0	1
KMP	Full-time contract	1	0	0	0	1
	Part-time permanent	1	0	0	0	1
GM	Full-time permanent	9	18	0	0	27
	Full-time permanent	38	114	0	0	152
SM	Full-time contract	1	1	0	0	2
	Part-time permanent	5	1	0	0	6
	Full-time permanent	178	333	0	0	511
	Full-time contract	8	4	0	0	12
OM	Part-time permanent	14	1	0	0	15
	Part-time contract	2	0	0	0	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			20	20	41	38	119
Part-time	Permanent	1		1		3		5
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual					1		1

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	18			27
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	1		20	32	55	42	150
Part-time	Permanent			2		3		5
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	1	27	59	109	89	286
Part-time	Permanent			1		7	1	9
Full-time	Fixed-term			5	1	20	15	41
Part-time	Fixed-term					1	2	3
N/A	Casual					116	463	579

* 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	2	1	26	57	210	534	830
Part-time	Permanent			2		51	68	121
Full-time	Fixed-term			1	1	11	14	27
Part-time	Fixed-term							
N/A	Casual					148	427	575

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	7	61	84	158
Part-time	Permanent			2		31	3	36
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						1	1
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				1	11	12	24
Part-time	Permanent					6	1	7
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary