

Workplace Metrics

BOARD OF DIRECTORS

AGE BAND	FEMALE	MALE	TOTAL
<25	0	0	0
25-<35	0	0	0
35-<45	1	0	1
45-<55	2	2	4
55-<65	0	0	0
>65	1	2	3
TOTAL	4	4	8

FEMALE REPRESENTATION BY EMPLOYMENT CATEGORY ²⁶

EXECUTIVES	SENIOR MANAGERS	MANAGERS	OFFICE/SUPPORT	TECHNICIANS AND TRADES	SALES	OTHER
30%	28%	39%	87%	15%	58%	40%

RATIO OF BASIC SALARY AND REMUNERATION OF FEMALE TO MALE EMPLOYEES BY EMPLOYMENT CATEGORY ²⁷

	2016		2015	
	AVERAGE ANNUALISED SALARY	RATIO TO AVERAGE	AVERAGE ANNUALISED SALARY	RATIO TO AVERAGE
Non-managerial Female	\$44,627	97.3%	\$40,170	98.2%
Non-managerial Male	\$47,438	103.4%	\$41,786	102.2%
Average Salary	\$45,888		\$40,894	
Managerial Female	\$73,380	92.8%	\$70,342	93.9%
Managerial Male	\$82,582	104.5%	\$77,848	103.9%
Average Salary	\$79,033		\$74,938	

RESPECT AND DIGNITY

DISCRIMINATION

Number of claims lodged in Australia during the year	11
Number resolved in financial year	9

²⁶ Excludes employees not located in Australia. Figures are current as at 31 March 2016, sourced from FY16 WGEA Report.

²⁷ CEO Salary Excluded. CEO Salary is published in the FY16 Annual Report.

FREEDOM OF ASSOCIATION

% of workforce covered by EBAs 81.18%

WORKFORCE REPRESENTED BY EBAS			
GROUP	EBA EMPLOYEES	TOTAL EMPLOYEES	81.18%
	EBA	TOTAL HEADCOUNT	%
ALH (Venue & Support)	0	11,443	0.00%
BIG W	19,662	21,497	91.46%
EziBuy	359	571	62.87%
Endeavour Drinks Group	9,395	12,627	74.37%
Food Group	124,941	142,696	87.56%
Home Improvement	6,455	7,956	81.13%
Statewide Independent Wholesalers	329	329	100.00%
Group Support	5,930	8,678	68.33%
Total Employees	167,071	205,797	81.18%

WORKFORCE AND TURNOVER

HEADCOUNT BY BUSINESS UNIT

GROUP/BRAND	FEMALE	MALE	TOTAL
ALH (Venue & Support)	6,471	4,972	11,443
BIG W	14,769	6,728	21,497
EziBuy	478	93	571
Endeavour Drinks Group	4,450	8,177	12,627
BWS	2,326	4,638	6,964
Dan Murphy's	1,706	2,753	4,459
Pinnacle and Direct	142	331	473
Wine Market	4	5	9
Langtons	246	404	650
Drinks Support	26	46	72
Food Group	79,587	63,109	142,696
Supermarkets - Australia	65,281	50,505	115,786
Supermarkets - New Zealand	10,118	7,754	17,872
Convenience (Fuel, Metro, Thomas Dux)	2,670	2,900	5,570
Meat Production	335	654	989
Food Group Other	1,183	1,296	2,479
Home Improvement	3,592	4,364	7,956
Home Timber & Hardware	460	1,140	1,600
Masters	3,132	3,224	6,356
Statewide Independent Wholesalers	25	304	329
Group Support	2,098	6,580	8,678
Global Sourcing	134	74	208
Retail FM	21	207	228
Logistics	976	5,348	6,324
Support Functions	967	951	1,918
TOTAL	111,470	94,327	205,797

HEADCOUNT BY EMPLOYEE TYPE

	FEMALE	MALE	TOTAL
Full-time	26,474	33,916	60,390
Part-time	53,682	31,479	85,161
Casual	31,314	28,932	60,246
Total	111,470	94,327	205,797

HEADCOUNT BY REGION

REGION	FEMALE	MALE	TOTAL
Australian Capital Territory	1,288	1,540	2,828
New South Wales	31,222	27,539	58,761
Northern Territory	1,073	958	2,031
Queensland	23,874	18,775	42,649
South Australia	6,385	6,108	12,493
Tasmania	3,077	2,501	5,578
Victoria	23,777	21,800	45,577
Western Australia	10,044	7,186	17,230
New Zealand	10,596	7,846	18,442
India	0	0	0
China	130	56	186
Bangladesh	1	16	17
Thailand	3	2	5
TOTAL	111,470	94,327	205,797

WORKFORCE BY AGE

AGE BAND	FEMALE	MALE	TOTAL
x<25	38,708	40,388	79,096
25-<35	22,332	24,802	47,134
35-<45	18,760	13,755	32,515
45-<55	18,445	8,960	27,405
55-<65	11,391	5,305	16,696
x>65	1,833	1,112	2,945
TOTAL	111,469	94,322	205,791

Age details were not available for six employees.

TURNOVER BY REGION

	TOTAL TERMINATIONS			% LABOUR TURNOVER		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Australian Capital Territory	327	442	769	25.0%	27.9%	26.6%
New South Wales	5,914	6,687	12,601	19.0%	23.9%	21.4%
Northern Territory	408	379	787	41.7%	43.5%	42.5%
Queensland	5,631	5,230	10,861	24.1%	28.2%	25.9%
South Australia	1,219	1,289	2,508	19.3%	21.2%	20.3%
Tasmania	446	470	916	14.9%	19.2%	16.9%
Victoria	4,183	4,901	9,084	17.7%	22.3%	19.9%
Western Australia	2,587	2,383	4,970	25.9%	33.2%	28.9%
New Zealand	2,914	2,643	5,557	27.5%	34.2%	30.3%
India	0	0	0			
China	51	38	89	40.4%	54.2%	45.3%
Bangladesh	3	6	9	128.6%	35.6%	47.0%
Thailand	0	0	0	0.0%	0.0%	0.0%
TOTAL	23,683	24,468	48,151	21.4%	25.9%	23.5%

TURNOVER BY AGE

GE BAND	TOTAL TERMINATIONS			% LABOUR TURNOVER		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
x<25	11,428	12,279	23,707	30.0%	30.7%	30%
25-<35	5,373	6,599	11,972	24.2%	26.7%	26%
35-<45	2,978	2,742	5,720	15.8%	19.6%	17%
45-<55	2,242	1,590	3,832	12.1%	17.2%	14%
55-<65	1,243	911	2,154	11.1%	16.9%	13%
x>65	419	347	766	23.8%	31.2%	27%
TOTAL	23,683	24,468	48,151	21.4%	25.9%	24%

SAFETY PERFORMANCE**DIVISIONAL LOST TIME INJURY FREQUENCY RATE (LTIFR)**

BUSINESS LTIFR RESULTS FOR 2016	PER MILLION HRS	PER 200,000 HRS	% FEMALE
Supermarkets	9	1.8	60%
Logistics	13.16	2.63	13%
BIG W	3.95	0.79	78%
Endeavour Drinks	3.17	0.63	35%
Fuel and Metro	4.25	0.85	72%
Progressive Enterprise Limited (NZ)	10.57	2.11	Not available
Corporate	1.44	0.29	83%
Woolworths Group	8.43	1.69	55%
ALH	7.52	1.5	Not available
Masters	16.08	3.22	45%
Home Timber Hardware	7.74	1.55	Not available

GROUP LTIFR, TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR) AND OCCUPATIONAL DISEASE RATE

	2016
LTIFR (million hours)	8.43
Change in LTIFR compared to previous year	-26.24%
LTIFR (200,000 hours)	1.69
TRIFR (million hours)	16.29
Change in TRIFR compared to previous year	-23.54%
TRIFR (200,000 hours)	3.26
Occupational Disease Rate (200,000 hours)	1.51

WORK RELATED FATALITIES

Employee	0
Contractor	0
Other	0