

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Santos Limited
Total group employee count: 2,959

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	145	373	0	0	518
	Full-time contract	1	3	0	0	4
	Part-time permanent	12	3	0	0	15
Professionals	Full-time permanent	432	949	50	63	1,381
	Full-time contract	7	10	0	0	17
	Part-time permanent	84	14	1	0	98
Technicians And Trades Workers	Full-time permanent	58	679	1	1	737
	Full-time contract	0	3	0	0	3
	Part-time permanent	2	24	0	0	26
Clerical And Administrative Workers	Full-time permanent	89	48	0	0	137
	Full-time contract	1	0	0	0	1
	Part-time permanent	21	1	0	0	22

* 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	5	7	0	0	12
GM	Full-time permanent	23	41	0	0	64
SM	Full-time permanent	11	26	0	0	37
	Part-time permanent	2	0	0	0	2
OM	Full-time permanent	106	298	0	0	404
	Full-time contract	1	3	0	0	4
	Part-time permanent	10	3	0	0	13

* 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	4	5	26	51	59	141	286
Part-time	Permanent	0	0	2	0	7	1	10
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

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			16	25			41
Part-time	Permanent			1	0			1
Full-time	Fixed-term			0	0			0
Part-time	Fixed-term			0	0			0
N/A	Casual			0	0			0

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	3	16	71	64	145	300
Part-time	Permanent	0	0	1	1	8	2	12
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

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	0	12	18	104	173	308
Part-time	Permanent	0	0	1	0	6	0	7
Full-time	Fixed-term	0	0	0	1	5	4	10
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

* 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	5	4	7	54	102	174
Part-time	Permanent	0	0	1	1	7	2	11
Full-time	Fixed-term	0	0	0	0	2	1	3
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

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	0	0	14	8	83	75	180
Part-time	Permanent	0	0	0	0	30	2	32
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

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	0	0	1	9	4	53	67
Part-time	Permanent	0	0	0	0	0	3	3
Full-time	Fixed-term	0	0	0	0	0	1	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

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	0	0	0	0	2	2	4
Part-time	Permanent	0	0	0	0	4	0	4
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary