

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Corporate group of: Sodexo Australia Pty Limited
Total group employee count: 5,262

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	157	330	0	0	487
	Full-time contract	1	1	0	0	2
	Part-time permanent	1	1	0	0	2
	Part-time contract	1	0	0	0	1
	Casual	0	1	0	0	1
Professionals	Full-time permanent	95	141	0	0	236
	Full-time contract	9	6	0	0	15
	Part-time permanent	4	0	0	0	4
	Casual	1	1	0	0	2
Technicians And Trades Workers	Full-time permanent	177	974	1	4	1,152
	Full-time contract	0	12	0	0	12
	Part-time permanent	3	4	0	0	7
	Casual	23	61	0	0	84
Community And Personal Service Workers	Full-time permanent	378	313	0	0	692
	Full-time contract	6	9	0	0	15
	Part-time permanent	7	3	0	0	10
	Casual	29	24	0	0	53
Clerical And Administrative Workers	Full-time permanent	299	135	0	0	435
	Full-time contract	32	11	0	0	43
	Part-time permanent	22	5	0	0	27
	Part-time contract	1	0	0	0	1
	Casual	22	4	0	0	26
Machinery Operators And Drivers	Full-time permanent	43	245	0	0	288
	Casual	8	9	0	0	17
Labourers	Full-time permanent	578	359	0	0	937
	Full-time contract	11	11	0	0	22
	Part-time permanent	6	2	0	0	8
	Casual	399	283	0	0	683

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	6	8	14
GM	Full-time permanent	6	17	23
SM	Full-time permanent	20	43	63
	Full-time contract	0	1	1
OM	Full-time permanent	125	261	386
	Full-time contract	1	0	1
	Part-time permanent	1	1	2
	Part-time contract	1	0	1
	Casual	0	1	1

* 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	2	0	29	76	173	181	461
Part-time	Permanent	0	0	0	1	1	1	3
Full-time	Fixed-term	0	0	1	0	2	0	3
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	11	2	13

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	15	49	64
Part-time	Permanent	0	1	1
Full-time	Fixed-term	1	0	1
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	0	0	64	136	463	607	1,273
Part-time	Permanent	0	0	0	0	10	4	14
Full-time	Fixed-term	0	0	1	1	43	53	98
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	0	261	218	479

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	0	0	30	86	1,049	1,305	2,474
Part-time	Permanent	0	0	1	1	14	11	27
Full-time	Fixed-term	0	0	4	1	39	26	70
Part-time	Fixed-term	0	0	0	0	1	0	1
N/A	Casual	0	0	0	1	475	417	894

* 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	0	0	13	45	663	667	1,390
Part-time	Permanent	0	0	0	0	5	5	11
Full-time	Fixed-term	0	0	0	0	22	8	30
Part-time	Fixed-term	0	0	1	0	1	0	2
N/A	Casual	0	0	0	1	199	117	317

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	1	0	3	0	42	4	50
Part-time	Permanent	0	0	0	0	6	0	6
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	1	0	1

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	0	6	1	25	32
Part-time	Permanent	0	0	0	0	0	0	0
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	2	2

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	9	0	9
Part-time	Permanent	0	0	0	0	0	0	0
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