

Supplementary workforce profile data

The data below provides further detail about our workforce profile as at 30 June 2022.

Table 1. Employee / worker % by gender

Gender Group	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Male	5,272	58.8%	155	53.6%	5,427	58.6%
Female	3,672	40.9%	65	22.5%	3,737	40.3%
Gender diverse	10	0.1%		0.0%	10	0.1%
Prefer not to say	7	0.1%		0.0%	7	0.1%
Unknown	12	0.1%	69	23.9%	81	0.9%
Grand Total	8,973	100.0%	289	100.0%	9,262	100.0%

Table 2. Employee / worker % by age group

Age group	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
20 and under	115	1.3%	16	8.1%	131	1.4%
21 - 30	1,523	17.0%	36	18.2%	1,559	17.0%
31 - 40	2,146	23.9%	52	26.3%	2,198	24.0%
41 - 50	2,184	24.4%	48	24.2%	2,232	24.4%
51 - 60	2,128	23.7%	36	18.2%	2,164	23.6%
61 - 64	601	6.7%	5	2.5%	606	6.6%
65 and over	266	3.0%	5	2.5%	271	3.0%
Grand Total	8,963	100.0%	198	100.0%	9,161	100.0%

Table 3. Employee / worker % by country

Country	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Argentina		0.0%	1	0.3%	1	0.0%
Australia	78	0.9%	4	1.4%	82	0.9%
Canada	1	0.0%		0.0%	1	0.0%
China	25	0.3%		0.0%	25	0.3%
Cook Islands	65	0.7%		0.0%	65	0.7%
Fiji	18	0.2%		0.0%	18	0.2%
French Polynesia	9	0.1%		0.0%	9	0.1%
Hong Kong	8	0.1%		0.0%	8	0.1%
Japan	20	0.2%		0.0%	20	0.2%
Korea, Republic of	4	0.0%		0.0%	4	0.0%
New Zealand	8,653	96.4%	284	98.3%	8,937	96.5%
Samoa	10	0.1%		0.0%	10	0.1%
Singapore	10	0.1%		0.0%	10	0.1%
Taiwan	4	0.0%		0.0%	4	0.0%
United Kingdom	1	0.0%		0.0%	1	0.0%
United States of America	67	0.7%		0.0%	67	0.7%
Grand Total	8,973	100.0%	289	100.0%	9,262	100.0%

Table 4. Employee / worker % by New Zealand location (city)

City	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Auckland	5,700	65.9%	140	49.3%	5,840	65.3%
Blenheim	12	0.1%	8	2.8%	20	0.2%
Christchurch	1,477	17.1%		0.0%	1,477	16.5%
Dunedin	31	0.4%	25	8.8%	56	0.6%
Gisborne	15	0.2%	8	2.8%	23	0.3%
Hamilton	21	0.2%	17	6.0%	38	0.4%
Hokitika		0.0%	6	2.1%	6	0.1%
Invercargill	42	0.5%	1	0.4%	43	0.5%
KeriKeri		0.0%	20	7.0%	20	0.2%
Napier	109	1.3%		0.0%	109	1.2%
Nelson	253	2.9%		0.0%	253	2.8%
New Plymouth	53	0.6%	13	4.6%	66	0.7%
Palmerston North	37	0.4%		0.0%	37	0.4%
Queenstown	113	1.3%		0.0%	113	1.3%
Rotorua	9	0.1%	7	2.5%	16	0.2%
Taupo		0.0%	4	1.4%	4	0.0%
Tauranga	125	1.4%	23	8.1%	148	1.7%
Timaru		0.0%	6	2.1%	6	0.1%
Wellington	649	7.5%		0.0%	649	7.3%
Whangarei	7	0.1%	6	2.1%	13	0.1%
Grand Total	8,653	100.0%	284	100.0%	8,937	100.0%

Percentage of employees / workers whose work is covered by collective agreements
74%

Percentage of employees in the group above who are union members
89%

Gender pay gap
1.96%

The above data is extracted from our HR reporting system, Workday, as at 30 June 2022.