



**Supplementary
Workforce
Profile Data**
2024



Supplementary Workforce Profile Data

The below data is represented as headcount and provides further detail about our workforce profile as at 30 June 2024.

Note, headcount numbers exclude employees on Parental Leave / Extended Leave Without Pay, Persons of Interest (POIs), and Airport Contractors. Percentages may not sum to 100% due to rounding. FTE numbers in 2024 were 11,760 and 11,474 in 2023.

Table 1. Employee / worker % by gender

Gender	Employee		Contingent Worker		Total	
	#	%	#	%	#	%
Male	6,579	54.4%	102	59.3%	6,681	54.4%
Female	5,486	45.3%	40	23.3%	5,526	45.0%
Gender diverse	13	0.1%	0	0.0%	13	0.1%
Prefer not to say	12	0.1%	0	0.0%	12	0.1%
Unknown	12	0.1%	30	17.4%	42	0.3%
Total	12,102	100.0%	172	100.0%	12,274	100.0%

Gender data not available for all employees.

Table 2. Employee / worker % by age group

Age Group	Employee		Contingent Worker		Total	
	#	%	#	%	#	%
20 and under	288	2.4%	0	0.0%	288	2.3%
21 - 30	2,387	19.7%	3	1.7%	2,390	19.5%
31 - 40	2,969	24.5%	55	32.0%	3,024	24.6%
41 - 50	2,625	21.7%	34	19.8%	2,659	21.7%
51 - 60	2,574	21.3%	23	13.4%	2,597	21.2%
61 - 64	772	6.4%	5	2.9%	777	6.3%
65 and over	476	3.9%	5	2.9%	481	3.9%
Unknown	11	0.1%	47	27.3%	58	0.5%
Total	12,102	100.0%	172	100.0%	12,274	100.0%

Age data not available for all employees.



Supplementary Workforce Profile Data (continued)

Table 3. Employee / worker % by country

Gender	Employee		Contingent Worker		Total	
	#	%	#	%	#	%
Argentina	0	0.0%	1	0.6%	1	0.0%
Australia	95	0.8%	0	0.0%	95	0.8%
Canada	5	0.0%	0	0.0%	5	0.0%
China	110	0.9%	0	0.0%	110	0.9%
Cook Islands	71	0.6%	0	0.0%	71	0.6%
Fiji	19	0.2%	0	0.0%	19	0.2%
France	0	0.0%	0	0.0%	0	0.0%
French Polynesia	9	0.1%	1	0.6%	10	0.1%
Hong Kong	15	0.1%	0	0.0%	15	0.1%
Japan	26	0.2%	0	0.0%	26	0.2%
Korea, Republic of	5	0.0%	0	0.0%	5	0.0%
New Zealand	11,629	96.1%	170	98.8%	11,799	96.1%
Samoa	11	0.1%	0	0.0%	11	0.1%
Singapore	18	0.1%	0	0.0%	18	0.1%
Taiwan	6	0.0%	0	0.0%	6	0.0%
Tonga	2	0.0%	0	0.0%	2	0.0%
United Kingdom	2	0.0%	0	0.0%	2	0.0%
United States of America	79	0.7%	0	0.0%	79	0.6%
Total	12,102	100.0%	172	100.0%	12,274	100.0%

77%

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

90%

Percentage of collective covered employees who are union members

1.96%

Gender Pay Gap

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

Gender	Employee		Contingent Worker		Total	
	#	%	#	%	#	%
Auckland	8,078	69.5%	168	98.8%	8,246	67.2%
Blenheim	15	0.1%	0	0.0%	15	0.1%
Christchurch	1,783	15.3%	2	1.2%	1,785	14.5%
Dunedin	37	0.3%	0	0.0%	37	0.3%
Gisborne	17	0.1%	0	0.0%	17	0.1%
Hamilton	21	0.2%	0	0.0%	21	0.2%
Hokitika	0	0.0%	0	0.0%	0	0.0%
Invercargill	42	0.4%	0	0.0%	42	0.3%
Kerikeri	0	0.0%	0	0.0%	0	0.0%
Napier	116	1.0%	0	0.0%	116	0.9%
Nelson	336	2.9%	0	0.0%	336	2.7%
New Plymouth	64	0.6%	0	0.0%	64	0.5%
Palmerston North	45	0.4%	0	0.0%	45	0.4%
Queenstown	137	1.2%	0	0.0%	137	1.1%
Rotorua	10	0.1%	0	0.0%	10	0.1%
Taupo	0	0.0%	0	0.0%	0	0.0%
Tauranga	154	1.3%	0	0.0%	154	1.3%
Timaru	0	0.0%	0	0.0%	0	0.0%
Wellington	767	6.6%	0	0.0%	767	6.2%
Whangarei	7	0.1%	0	0.0%	7	0.1%
Total	11,629	100.0%	170	100.0%	11,799	100.0%

The above data is extracted from our HR reporting system, Workday, as at 30 June 2024.

