

Supplementary workforce profile data

The data below provides further detail about our workforce profile as at 30 June 2021.

Table 1. Employee / worker % by gender

Gender Group	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Male	5,087	60.2%	176	71.8%	5,263	60.5%
Female	3,348	39.6%	64	26.1%	3,412	39.2%
Gender diverse	11	0.1%		0.0%	11	0.1%
Prefer not to say	6	0.1%		0.0%	6	0.1%
Unknown	1	0.0%	5	2.0%	6	0.1%
Grand Total	8,453	100.0%	245	100.0%	8,698	100.0%

Table 2. Employee / worker % by age group

Age group	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
20 and under	60	0.7%	13	6.0%	73	0.8%
21 - 30	1,447	17.1%	37	17.2%	1,484	17.1%
31 - 40	2,108	25.0%	66	30.7%	2,174	25.1%
41 - 50	2,146	25.4%	51	23.7%	2,197	25.4%
51 - 60	1,974	23.4%	35	16.3%	2,009	23.2%
61 - 64	486	5.8%	9	4.2%	495	5.7%
65 and over	226	2.7%	4	1.9%	230	2.7%
Grand Total	8,447	100.0%	215	100.0%	8,662	100.0%

Table 3. Employee / worker % by country

Country	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Argentina	1	0.0%		0.0%	1	0.0%
Australia	81	1.0%	1	0.3%	82	0.9%
Canada	2	0.0%		0.0%	2	0.0%
China	79	0.9%		0.0%	79	0.9%
Cook Islands	56	0.7%		0.0%	56	0.6%
Fiji	15	0.2%		0.0%	15	0.2%
France	1	0.0%		0.0%	1	0.0%
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	3	0.0%		0.0%	3	0.0%
New Zealand	8,128	96.0%	295	99.7%	8,423	96.1%
Samoa	5	0.1%		0.0%	5	0.1%
Singapore	7	0.1%		0.0%	7	0.1%
Taiwan	3	0.0%		0.0%	3	0.0%
United Kingdom	1	0.0%		0.0%	1	0.0%
United States of America	46	0.5%		0.0%	46	0.5%
Grand Total	8,465	100.0%	296	100.0%	8,761	100.0%

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

City	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Auckland	5,223	64.3%	153	51.9%	5,376	63.8%
Blenheim	11	0.1%	7	2.4%	18	0.2%
Christchurch	1,468	18.1%	2	0.7%	1,470	17.5%
Dunedin	29	0.4%	25	8.5%	54	0.6%
Gisborne	11	0.1%	6	2.0%	17	0.2%
Hamilton	20	0.2%	19	6.4%	39	0.5%
Hokitika		0.0%	6	2.0%	6	0.1%
Invercargill	36	0.4%	1	0.3%	37	0.4%
KeriKeri		0.0%	16	5.4%	16	0.2%
Napier	101	1.2%		0.0%	101	1.2%
Nelson	251	3.1%		0.0%	251	3.0%
New Plymouth	43	0.5%	13	4.4%	56	0.7%
Palmerston North	32	0.4%		0.0%	32	0.4%
Queenstown	110	1.4%		0.0%	110	1.3%
Rotorua	9	0.1%	7	2.4%	16	0.2%
Taupo		0.0%	6	2.0%	6	0.1%
Tauranga	104	1.3%	20	6.8%	124	1.5%
Timaru		0.0%	9	3.1%	9	0.1%
Wellington	674	8.3%		0.0%	674	8.0%
Whangarei	6	0.1%	5	1.7%	11	0.1%
Grand Total	8,128	100.0%	295	100.0%	8,423	100.0%

Percentage of employees / workers whose work is covered by collective agreements
75%

Percentage of employees in the group above who are union members
87%

Gender pay gap
1.69%

The above data is extracted from our HR reporting system, Workday, as at 30 June 2021.