

# Supplementary workforce profile data

The data below provides further detail about our workforce profile as at 30 June 2020. Due to the impact of Covid-19 on the airline's operations, more than 4,000 people have lost their roles. Of this total, around 3,000 employees left Air New Zealand either permanently or by taking extended leave without pay after 30 June 2020. The ongoing transition will continue to impact the demographics of the organisation.

**Table 1. Employee / worker % by gender**

Gender Group	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Male	6,160	57%	114	68%	6,274	57%
Female	4,659	43%	46	28%	4,705	43%
Gender diverse	11	0%		0%	11	0%
Prefer not to say	5	0%		0%	5	0%
Unknown	3	0%	7	4%	10	0%
<b>Grand Total</b>	<b>10,838</b>	<b>100%</b>	<b>167</b>	<b>100%</b>	<b>11,005</b>	<b>100%</b>

**Table 2. Employee / worker % by age group**

Age group	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
20 and under	92	1%	14	10%	106	1%
21 - 30	2,215	20%	30	22%	2,245	20%
31 - 40	2,705	25%	29	21%	2,734	25%
41 - 50	2,618	24%	34	25%	2,652	24%
51 - 60	2,342	22%	20	15%	2,362	22%
61 - 64	559	5%	6	4%	565	5%
65 and over	305	3%	2	1%	307	3%
<b>Grand Total</b>	<b>10,836</b>	<b>100%</b>	<b>135</b>	<b>100%</b>	<b>10,971</b>	<b>100%</b>
	Employees		Contingent Workers		Grand Total	
<b>Average Age</b>	43		39		43	

**Table 3. Employee / worker % by country**

Country	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Argentina	5	0%		0%	5	0%
Australia	97	1%		0%	97	1%
Canada	3	0%		0%	3	0%
China	93	1%		0%	93	1%
Cook Islands	60	1%		0%	60	1%
Fiji	16	0%		0%	16	0%
France	1	0%		0%	1	0%
French Polynesia	10	0%		0%	10	0%
Hong Kong	11	0%		0%	11	0%
Japan	22	0%		0%	22	0%
Korea, Republic of	5	0%		0%	5	0%
New Zealand	10,381	96%	207	100%	10,588	96%
Samoa	8	0%		0%	8	0%
Singapore	11	0%		0%	11	0%
Taiwan	7	0%		0%	7	0%
Tonga	1	0%		0%	1	0%
United Kingdom	74	1%		0%	74	1%
United States of America	59	1%		0%	59	1%
<b>Grand Total</b>	<b>10,864</b>	<b>100%</b>	<b>207</b>	<b>100%</b>	<b>11,071</b>	<b>100%</b>

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

City	Employees		Contingent Workers		Grand Total	
	#	%	#	%	#	%
Auckland	7,274	70%	62	30%	7,336	69%
Blenheim	10	0%	4	2%	14	0%
Christchurch	1,559	15%		0%	1,559	15%
Dunedin	28	0%	30	14%	58	1%
Gisborne	10	0%	7	3%	17	0%
Hamilton	19	0%	16	8%	35	0%
Hokitika		0%	3	1%	3	0%
Invercargill	30	0%	1	0%	31	0%
KeriKeri		0%	18	9%	18	0%
Napier	83	1%		0%	83	1%
Nelson	367	4%	1	0%	368	3%
New Plymouth	44	0%	15	7%	59	1%
Palmerston North	34	0%		0%	34	0%
Queenstown	120	1%		0%	120	1%
Rotorua	11	0%	10	5%	21	0%
Taupo		0%	6	3%	6	0%
Tauranga	105	1%	21	10%	126	1%
Timaru		0%	7	3%	7	0%
Wellington	681	7%		0%	681	6%
Whangarei	6	0%	6	3%	12	0%
<b>Grand Total</b>	<b>10,381</b>	<b>100%</b>	<b>207</b>	<b>100%</b>	<b>10,588</b>	<b>100%</b>

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

75%

**Percentage of employees in the group above who are union members**

68%

**Gender pay gap**

0.89%

The above data is extracted from our HR reporting system, Workday, as at 30 June 2020.