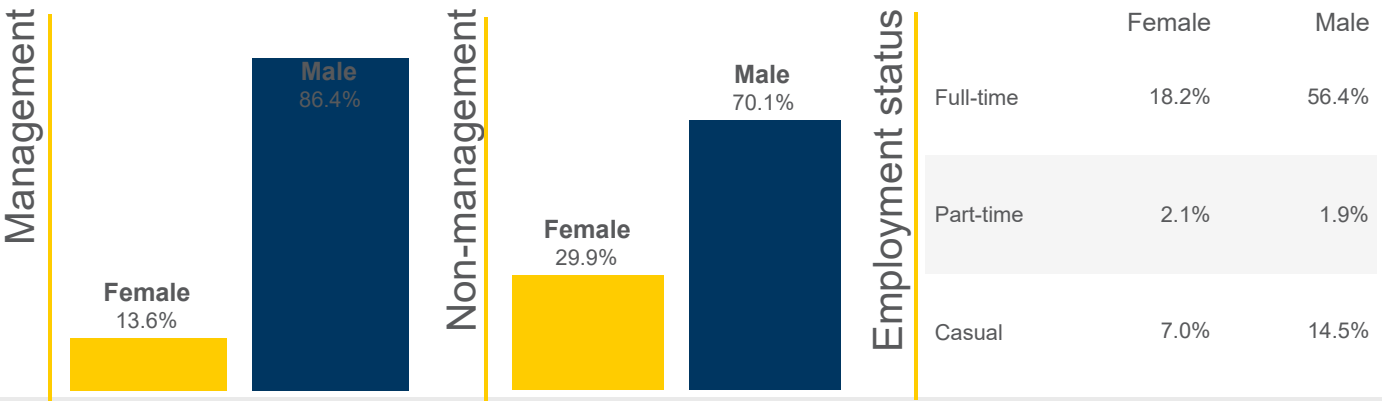# REPORTING OVERVIEW

Bapcor Limited 22-23
5,132 employees

This Reporting Overview summarises your organisation's responses in the 2022 - 2023 Gender Equality Report, submitted in accordance with the Workplace Gender Equality Act 2012, against key areas where workplace gender inequality persists. The Gender Strategy Toolkit (www.wgea.gov.au/tools/gender-strategy-toolkit) provides comprehensive guidance to support organisations to take action on workplace gender equality.

Workforce composition

Women are often underrepresented in leadership roles and overrepresented in lower-level roles.

Management

Female 13.6%
Male 86.4%

Non-management

Female 29.9%
Male 70.1%

Employment status

	Female	Male
Full-time	18.2%	56.4%
Part-time	2.1%	1.9%
Casual	7.0%	14.5%

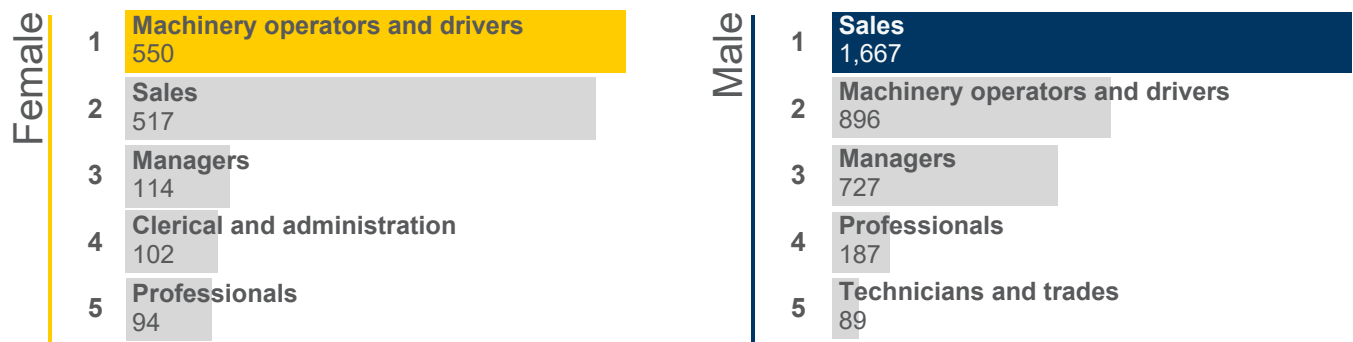## Employee growth* and promotion by gender

Bapcor Limited 22-23 reported an overall growth in employee numbers for the reporting period.

Growth

Female managers	4	Male managers	-28
Female non-managers	356	Male non-managers	741

Promotion

Female managers	29	Male managers	113
Female non-managers	102	Male non-managers	262

Top occupations by gender

Female

1. Machinery operators and drivers — 550
2. Sales — 517
3. Managers — 114
4. Clerical and administration — 102
5. Professionals — 94

Male

1. Sales — 1,667
2. Machinery operators and drivers — 896
3. Managers — 727
4. Professionals — 187
5. Technicians and trades — 89

*Employee growth equals external appointments minus resignations

QUESTIONNAIRE OVERVIEW

Bapcor Limited 22-23
5,132 employees

This section summarises your organisation's gender equality policies and practices. More than 80% of employers have policies and practices in recruitment, training and development and performance management, as primary areas where unconscious biases might occur.

Gender equality

Yes
formal policy and/or strategy in place to support gender equality overall

Yes
formal policy or strategy in key performance indicators for managers relating to gender equality

Yes
formal policy or strategy in recruitment

Yes
formal policy or strategy in promotions

Gender pay equity

No
specific pay equity objectives included in your formal policy and/or formal strategy

Yes
formal policy and/or strategy on remuneration generally

No
analysis of payroll to determine if there are any remuneration gaps between women and men

Employee support

Yes
formal policy and/or strategy to support employees experiencing family or domestic violence

Flexible work

Yes
formal policy and/or strategy on flexible working arrangements

Governing body

Yes
governing body for this organisation

Yes
formal selection policy and/or strategy for governing body members

* Some companies may not have a target for Board composition if the Board is currently gender balanced
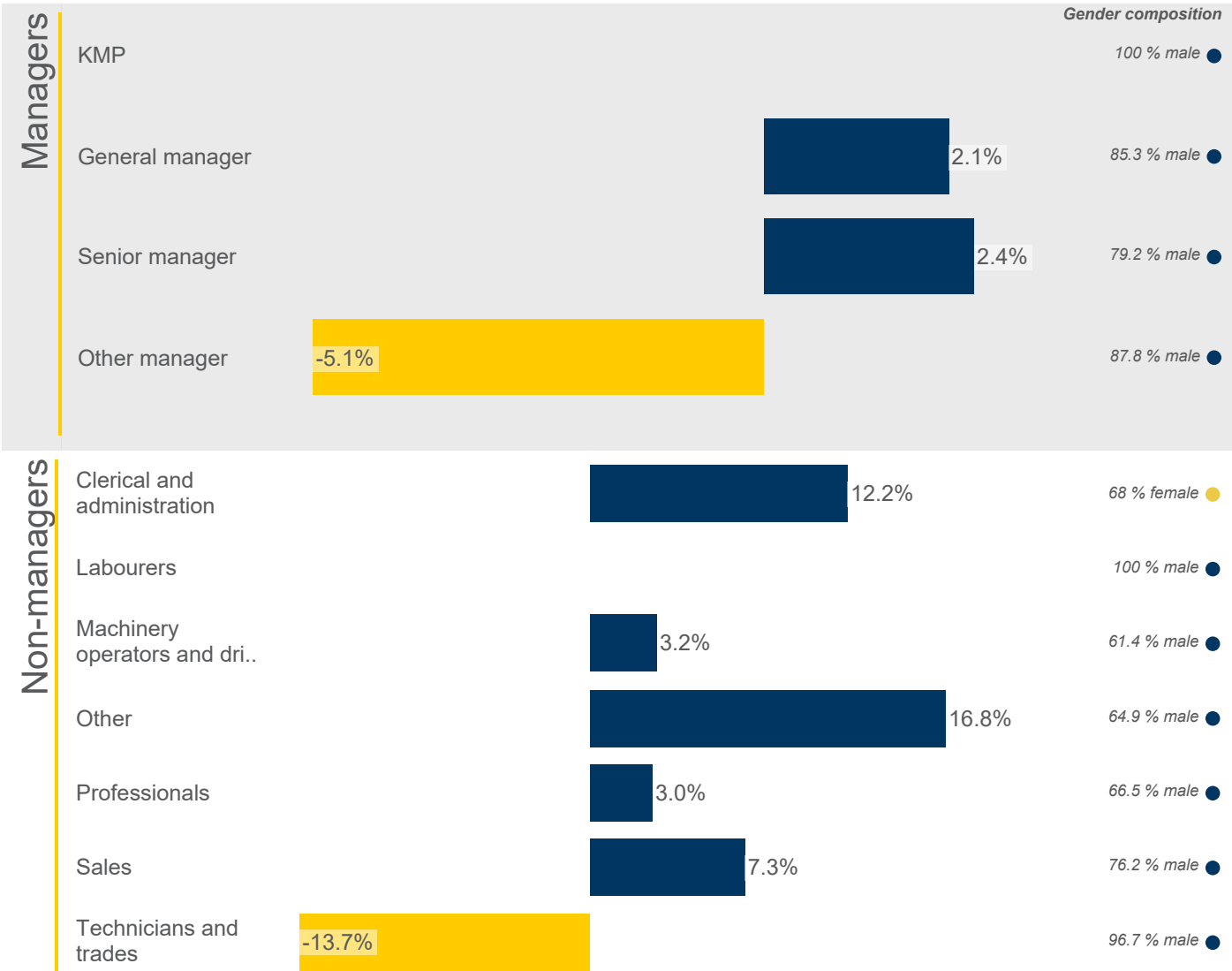
GENDER PAY GAP SUMMARY

Bapcor Limited 22-23
5,132 employees

🖼️ Gender pay gap

The gender pay gap is a measure of how we value the contribution of men and women in the workforce.
Men are twice as likely to be in the top earning bracket and women are 1.5 times more likely to be in the lowest.

Your gender pay gap* is calculated using the salary and remuneration data you provided. Percentages greater than 0% represent a pay gap in favour of men. Tools are available to help you understand and take action on drivers of your organisation's gender pay gap at www.wgea.gov.au/take-action.

Organisation-wide gender pay gap for total remuneration: **11.4%***.
Pay gap favours men

		Gender composition
Managers		
KMP		100 % male ●
General manager	2.1%	85.3 % male ●
Senior manager	2.4%	79.2 % male ●
Other manager	-5.1%	87.8 % male ●
Non-managers		
Clerical and administration	12.2%	68 % female ●
Labourers		100 % male ●
Machinery operators and dri..	3.2%	61.4 % male ●
Other	16.8%	64.9 % male ●
Professionals	3.0%	66.5 % male ●
Sales	7.3%	76.2 % male ●
Technicians and trades	-13.7%	96.7 % male ●

* The gender pay gap excludes:
  • salary data submitted voluntarily for your CEO, Head of Business(es), and Overseas Managers.
  • employees who did not receive any payment during the reporting period
  • gender X, while the Workforces Gender Equality Agency establishes the baseline levels for this new data point.
For more information, visit https://www.wgea.gov.au/the-gender-pay-gap

** Gender balanced occupational groups is when no gender exceeds 60% of the headcount for the occupational group