

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting

Corporate group of: Coles Group Limited

Total group employee count: 115,586

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	5,793	7,071	0	0	12,924
	Full-time contract	23	24	0	0	47
	Part-time permanent	381	115	0	0	497
	Part-time contract	4	0	0	0	4
	Casual	0	2	0	0	2
Professionals	Full-time permanent	1,310	1,131	69	55	2,456
	Full-time contract	28	33	0	0	61
	Part-time permanent	157	29	0	0	188
	Part-time contract	1	1	0	0	2
	Casual	13	15	0	0	28
Technicians And Trades Workers	Full-time permanent	286	954	11	29	1,245
	Part-time permanent	333	418	21	16	757
	Casual	30	76	0	0	107
Clerical And Administrative Workers	Full-time permanent	305	12	0	0	318
	Part-time permanent	450	17	0	0	471
Sales Workers	Full-time permanent	2,125	1,758	0	0	3,906
	Part-time permanent	25,586	20,942	0	0	46,957
	Casual	16,154	16,797	0	0	33,219
Machinery Operators And Drivers	Full-time permanent	627	2,287	0	0	2,932
	Part-time permanent	462	1,064	0	0	1,532
	Casual	202	770	0	0	977
Labourers	Full-time permanent	50	301	0	0	353
	Part-time permanent	652	3,708	0	0	4,412
	Casual	289	1,875	0	0	2,191

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Total employees*
		F	M	
CEO	Full-time permanent	1	0	1
KMP	Full-time permanent	1	2	3
HOB	Full-time permanent	3	3	6
GM	Full-time permanent	19	34	53
	Part-time permanent	3	0	3
	Part-time contract	1	0	1
SM	Full-time permanent	88	142	231
	Full-time contract	0	1	1
	Part-time permanent	9	0	9
OM	Full-time permanent	5,681	6,890	12,630
	Full-time contract	23	23	46
	Part-time permanent	369	115	485
	Part-time contract	3	0	3
	Casual	0	2	2

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period

**Question 1
How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	1,339	1,747	186	187	3,473
Part-time	Permanent	0	0	38	18	21	20	99
Full-time	Fixed-term	0	0	1	1	0	0	2
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 2
How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	622	817	1,445
Part-time	Permanent	20	15	35
Full-time	Fixed-term	1	1	2
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

**Question 3
How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	2	1,911	2,568	1,454	2,690	8,652
Part-time	Permanent	0	0	137	45	9,017	10,191	19,536
Full-time	Fixed-term	0	0	4	5	10	5	24
Part-time	Fixed-term	0	0	1	0	0	0	1
N/A	Casual	0	0	0	0	8,048	9,816	17,940

**Question 4
How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	0	361	478	337	633	1,813
Part-time	Permanent	0	0	7	4	4,990	6,462	11,538
Full-time	Fixed-term	0	0	21	22	27	30	100
Part-time	Fixed-term	0	0	4	0	3	3	10
N/A	Casual	0	0	0	0	9,308	11,724	21,148

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	2	474	716	442	792	2,437
Part-time	Permanent	0	0	39	21	5,774	6,572	12,497
Full-time	Fixed-term	0	0	10	13	11	17	51
Part-time	Fixed-term	0	0	2	0	3	2	7
N/A	Casual	0	0	0	0	8,563	10,522	19,187

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	211	20	339	45	615
Part-time	Permanent	0	0	15	1	1,044	35	1,098
Full-time	Fixed-term	0	0	0	0	1	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	159	4	163

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	7	222	6	345	580
Part-time	Permanent	0	0	0	2	6	363	374
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	1	9	3	13
Part-time	Permanent	0	0	1	0	97	15	113
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

* Total employees includes Non-binary