

REPORTING OVERVIEW

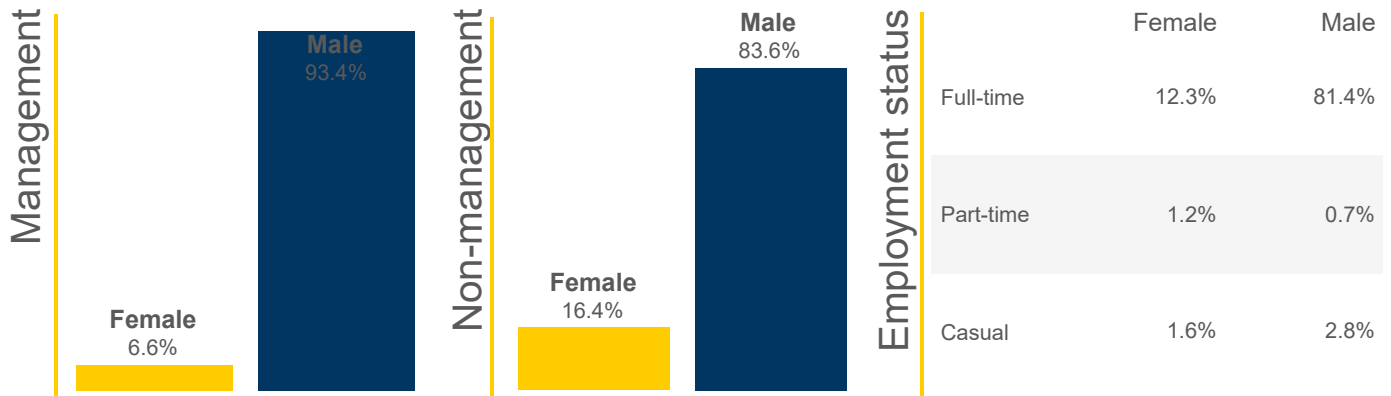
2021-22 National tyre & Wheel Limited 22-23
608 employees

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.



Employee growth* and promotion by gender

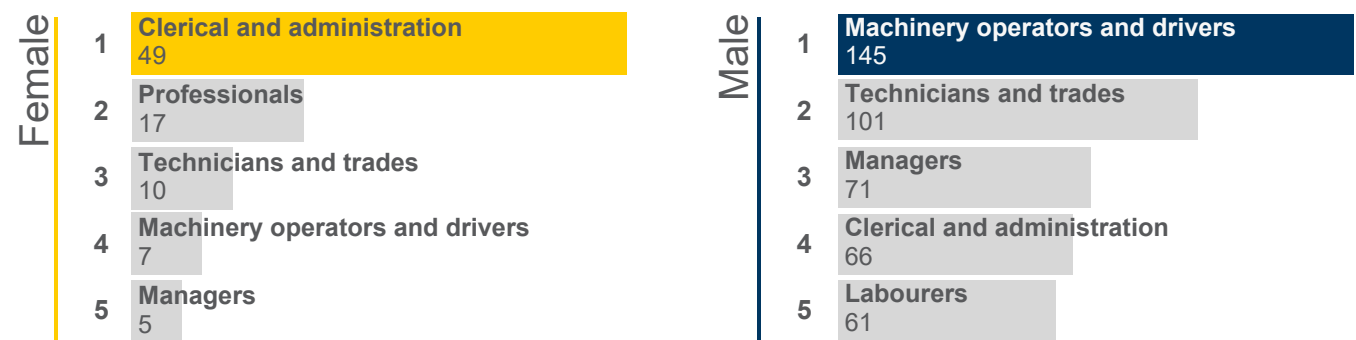


2021-22 National tyre & Wheel Limited 22-23 reported an overall loss in employee numbers for the reporting period.

Category	Female	Male
Growth		
Female managers	↑ 1	↑ 7
Female non-managers	↓ -2	↓ -64
Promotion		
Female managers	0	0
Female non-managers	0	0



Top occupations by gender



*Employee growth equals external appointments minus resignations

QUESTIONNAIRE OVERVIEW

2021-22 National tyre & Wheel Limited 22-23

608 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

No

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

No

formal policy or strategy in recruitment

No

formal policy or strategy in promotions



Gender pay equity

No

formal policy and/or strategy on remuneration generally

Yes

analysis of payroll to determine if there are any remuneration gaps between women and men



Employee support

No

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

No

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

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Wholesaling

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	4	19	23
			Non-managers	29	148	177
	Part-time	Permanent	Non-managers	3		3
	N/A	Casual	Non-managers	9	20	29

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Wholesaling

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	2	10	12
			Non-managers	30	158	188
	Part-time	Permanent	Non-managers	2		2
	N/A	Casual	CEO, KMPs, and HOBs		1	1
			Non-managers	8	20	28
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		6	6

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		4	4
			Non-managers	3	35	38
	N/A	Casual	Non-managers	1	3	4

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Motor Vehicle and Motor Vehicle Parts Retailing

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	1	4	5
			Non-managers	6	91	97
	N/A	Casual	Managers		1	1
			Non-managers	1	1	2
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Non-managers		3	3

* Total employees includes Non-binary

Workplace Profile Table

Industry: Motor Vehicle and Motor Vehicle Parts Wholesaling

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	15	0	0	15
Professionals	Full-time permanent	10	28	0	0	38
	Part-time permanent	1	0	0	0	1
Technicians And Trades Workers	Full-time permanent	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	28	53	0	0	81
	Casual	7	1	0	0	8
Sales Workers	Full-time permanent	2	14	0	0	16
	Casual	1	1	0	0	2
Machinery Operators And Drivers	Full-time permanent	7	136	0	0	143
	Casual	0	7	0	0	7
Labourers	Full-time permanent	0	4	0	0	4

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Motor Vehicle and Motor Vehicle Parts Wholesaling

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	2	2
HOB	Full-time permanent	0	3	3
OM	Full-time permanent	0	10	10

* Total employees includes Non-binary

Workplace Profile Table

Industry: Motor Vehicle and Motor Vehicle Parts Retailing

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	4	56	0	0	60
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	4	27	0	0	31
	Part-time permanent	2	0	0	0	2
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	9	92	0	0	101
	Part-time permanent	0	2	0	0	2
	Casual	1	6	0	0	7
Clerical And Administrative Workers	Full-time permanent	10	11	0	0	21
	Part-time permanent	3	1	0	0	4
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	0	1	0	0	1
Machinery Operators And Drivers	Full-time permanent	0	2	0	0	2
Labourers	Full-time permanent	1	55	0	0	56
	Part-time permanent	0	1	0	0	1
	Casual	0	1	0	0	1

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Motor Vehicle and Motor Vehicle Parts Retailing

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	3	3
KMP	Full-time permanent	2	4	6
HOB	Full-time permanent	0	1	1
GM	Full-time permanent	0	1	1
SM	Full-time permanent	0	9	9
	Part-time permanent	1	0	1
OM	Full-time permanent	2	38	40

* Total employees includes Non-binary