

Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting
Corporate group of: NobleOak Life Limited
Total group employee count: 174

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	24	20	0	0	44
	Full-time contract	1	3	0	0	4
Professionals	Full-time permanent	15	20	0	0	35
	Full-time contract	3	3	0	0	6
	Part-time permanent	3	0	0	0	3
Clerical And Administrative Workers	Full-time permanent	27	16	0	0	43
	Full-time contract	3	3	0	0	6
	Part-time permanent	4	0	0	0	4
	Part-time contract	1	0	0	0	1
Sales Workers	Full-time permanent	8	17	0	0	25
	Full-time contract	0	3	0	0	3

* 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	0	1	1
KMP	Full-time permanent	1	4	5
	Full-time contract	0	1	1
GM	Full-time permanent	1	0	1
SM	Full-time permanent	10	7	17
	Full-time contract	0	2	2
OM	Full-time permanent	12	8	20
	Full-time contract	1	0	1

* 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			5	2	1	1	9
Part-time	Permanent							
Full-time	Fixed-term			1	1			2
Part-time	Fixed-term							
N/A	Casual							

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

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	2	2	4
Part-time	Permanent			
Full-time	Fixed-term	1		1
Part-time	Fixed-term			
N/A	Casual			

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					2	1	3
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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			4	5	17	21	47
Part-time	Permanent							
Full-time	Fixed-term				5	10	9	24
Part-time	Fixed-term			1				1
N/A	Casual							

* 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			7	2	10	10	29
Part-time	Permanent					1		1
Full-time	Fixed-term					5	2	7
Part-time	Fixed-term							
N/A	Casual							

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			1		2		3
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

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			1				1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary