

Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Viva Energy Australia Group Pty Ltd
Total group employee count: 15,052

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	773	719	0	0	1,494
	Full-time contract	385	296	0	0	681
	Part-time permanent	213	49	0	0	262
	Part-time contract	1	0	0	0	1
	Casual	13	9	0	0	22
Professionals	Full-time permanent	331	482	18	7	813
	Full-time contract	22	22	0	1	44
	Part-time permanent	36	5	0	0	41
	Part-time contract	3	4	3	3	7
	Casual	3	1	0	0	4
Technicians And Trades Workers	Full-time permanent	82	531	0	0	613
	Full-time contract	19	10	0	0	29
	Part-time permanent	18	39	0	0	57
	Casual	5	15	0	0	20
Clerical And Administrative Workers	Full-time permanent	359	271	1	2	631
	Full-time contract	15	13	0	0	28
	Part-time permanent	110	33	1	0	144
	Part-time contract	1	0	0	0	1
	Casual	19	9	0	0	28
Sales Workers	Full-time permanent	43	75	0	0	118
	Full-time contract	1	1	0	0	2
	Part-time permanent	1,666	2,162	0	0	3,848
	Casual	311	420	0	0	738
Machinery Operators And Drivers	Full-time permanent	1	170	0	0	171
	Full-time contract	0	1	0	0	1
	Part-time permanent	1	4	0	0	5
	Casual	0	22	0	0	22
Labourers	Full-time permanent	40	64	0	1	104
	Full-time contract	1	2	0	0	3
	Part-time permanent	707	880	0	0	1,587
	Casual	1,843	1,689	0	0	3,533

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	4	1	0	0	5
	Full-time contract	1	3	0	0	4
	Part-time permanent	0	1	0	0	1
HOB	Full-time permanent	1	3	0	0	4
	Full-time contract	0	1	0	0	1
GM	Full-time permanent	18	31	0	0	49
	Full-time contract	0	2	0	0	2
SM	Full-time permanent	23	55	0	0	78
	Full-time contract	1	2	0	0	3
	Part-time permanent	2	2	0	0	4
OM	Full-time permanent	727	628	0	0	1,357
	Full-time contract	383	288	0	0	671
	Part-time permanent	211	46	0	0	257
	Part-time contract	1	0	0	0	1
	Casual	13	9	0	0	22

* 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	2	1	174	200	31	27	435
Part-time	Permanent	0	0	65	70	16	18	169
Full-time	Fixed-term	0	0	4	4	2	0	10
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	29	41	8	8	86

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

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			101	110			211
Part-time	Permanent			48	51			99
Full-time	Fixed-term			1	3			4
Part-time	Fixed-term			0	0			0
N/A	Casual			19	28			47

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	9	130	158	236	224	758
Part-time	Permanent	0	0	40	34	326	389	792
Full-time	Fixed-term	0	1	2	4	5	6	18
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	13	17	126	157	313

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	3	5	199	167	169	216	759
Part-time	Permanent	0	0	4	6	1,040	1,280	2,335
Full-time	Fixed-term	0	0	5	5	22	22	54
Part-time	Fixed-term	0	0	1	0	1	0	2
N/A	Casual	0	0	0	0	1,463	1,238	2,704

* 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	2	3	238	155	147	202	747
Part-time	Permanent	0	0	6	7	794	837	1,644
Full-time	Fixed-term	0	0	5	2	11	12	30
Part-time	Fixed-term	0	0	0	1	1	1	3
N/A	Casual	0	0	3	1	1,158	960	2,122

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	0	57	16	35	45	154
Part-time	Permanent	0	0	10	0	94	17	121
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	31	1	32

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	1	21	0	28	50
Part-time	Permanent	0	0	1	1	4	19	25
Full-time	Fixed-term	0	0	0	0	1	1	2
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	3	1	4

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	3	1	2	0	6
Part-time	Permanent	0	0	0	0	8	2	10
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

Submission Approval Form

2024-25 Gender Equality Reporting

I, the CEO (or equivalent), confirm that the data provided in the 2024-25 Gender Equality Reporting submission is complete and correct, as reported in the full data appendices:

- + Public Report - Questionnaire
- + Public Report – Employee data tables

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

CEO (or equivalent) signature



Name of CEO (or equivalent)

Scott Wyatt

Date: 27/06/2025

What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

- + inform your employees and members or shareholders that you have lodged its report with the Agency and advise how the public data may be accessed
- + provide access to the public data to employees and members or shareholders
- + inform employee organisations with members in your workplace that the report has been lodged
- + inform your employees and those employee organisations with members in your workplace of the opportunity to comment on the report to the employer or the Agency.

Please see our reporting guide for more information on the [notification and access requirements](#).