



**Global Reporting Initiative
Disclosure 102-8 Workforce**

For the year ended 31 March 2021, Mainfreight’s global workforce numbered 9,240, made up of our Team and our Owner Drivers. Analysis in support of GRI Disclosure 102-8 is provided below:

Region	New Zealand	Australia	Asia	Americas	Europe	Total
Full Time	2471	2047	422	992	2396	8328
Male	1969	1525	152	681	1970	6297
Female	502	522	270	311	426	2031
Part Time	73	76	3	19	158	329
Male	30	16	2	8	82	138
Female	43	60	1	11	76	191
Temporary	83	19	0	120	361	583
Male	56	16	0	77	244	393
Female	27	3	0	43	117	190
Total	2627	2142	425	1131	2915	9240
Male	2055	1557	154	766	2296	6828
Female	572	585	271	365	619	2412

Notes & Assumptions:

- Our Permanent Team is the total of Full-time and Part-time team members
- Data is sourced from our Payroll functions in each region, and from information provided by our branch operations (particularly in respect of Owner Drivers and Temporary team)
- For 2021, the Owner Driver numbers are included in Full-time team numbers, and are assumed to be 100% male given that this is a predominantly male domain. In future years we will source an actual measure of Owner Driver gender.
- In Europe and the Americas, privacy laws prevent us from obtaining gender statistics for individuals employed as Temporary team members through third-party agencies. Accordingly, we have apportioned the gender split using the average known proportion for those regions.
- There are no significant seasonal variations affecting the numbers reported.

We have not completed gender analysis for the prior year, however the breakdown of full-time, part-time, temporary is provided below (prepared on the same basis as above):

Region	New Zealand	Australia	Asia	Americas	Europe	Total
Full Time	2280	1909	412	900	2357	7858
Part Time	49	57	1	5	143	255
Temporary	122	66		85	245	518
Total	2451	2032	413	990	2745	8631