2020 - 21 Compliance Program

Submitted by:

Australian Associated Motor Insurers Pty Limited (ABN:92004791744)

Suncorp Insurance Services Limited (ABN:79000746092)

Suncorp Group Limited (ABN:66145290124)

**Suncorp Staff Pty Ltd (ABN:31010869726)**
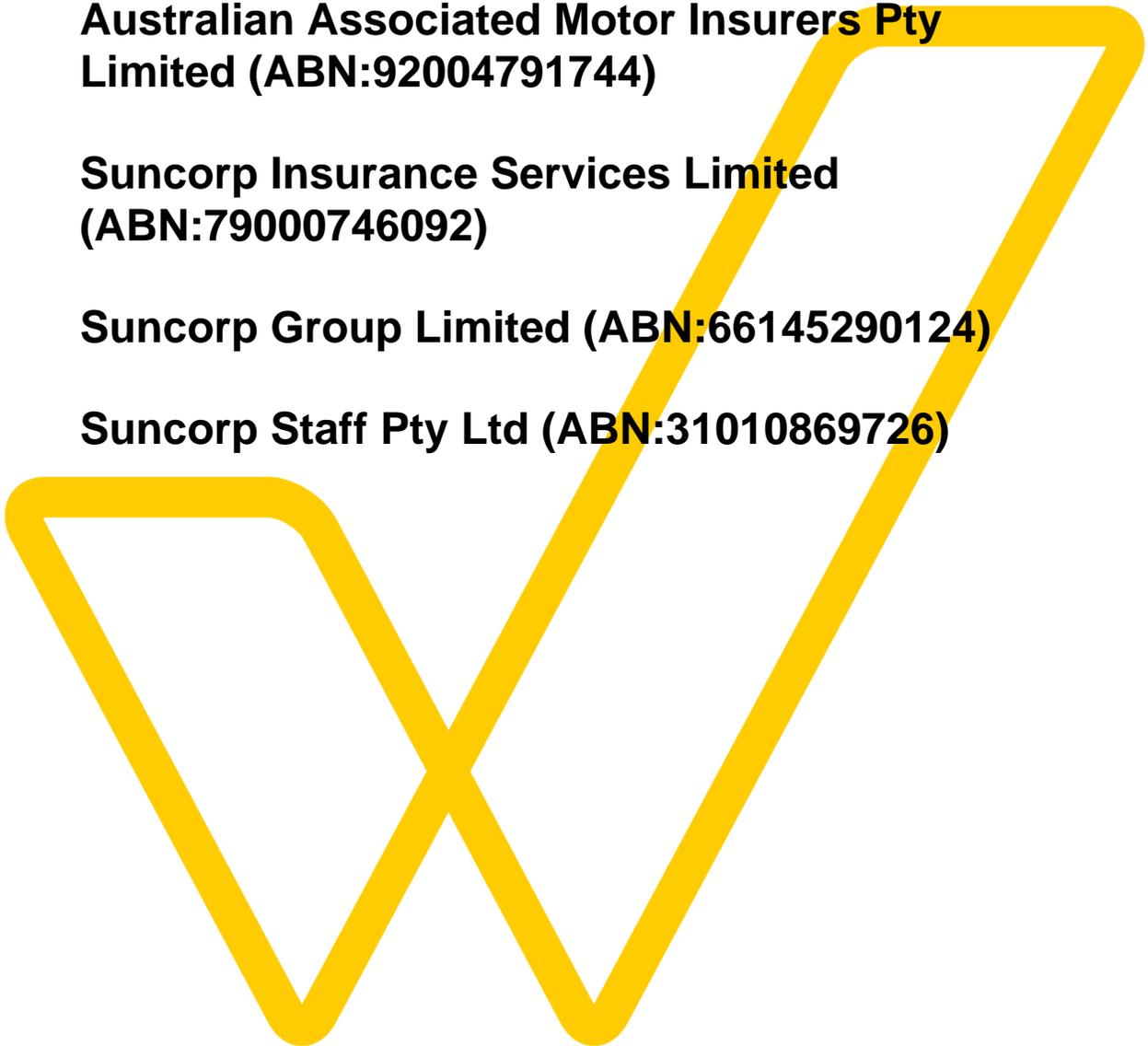
Insights at a glance

This report summarises your organisation's responses to the 2020 - 2021 Compliance Reporting program. It demonstrates how your organisation is tracking. Please review the Report prior to approving your submission in the WGEA Portal. Full responses can be found in the Appendix.

Workforce gender composition
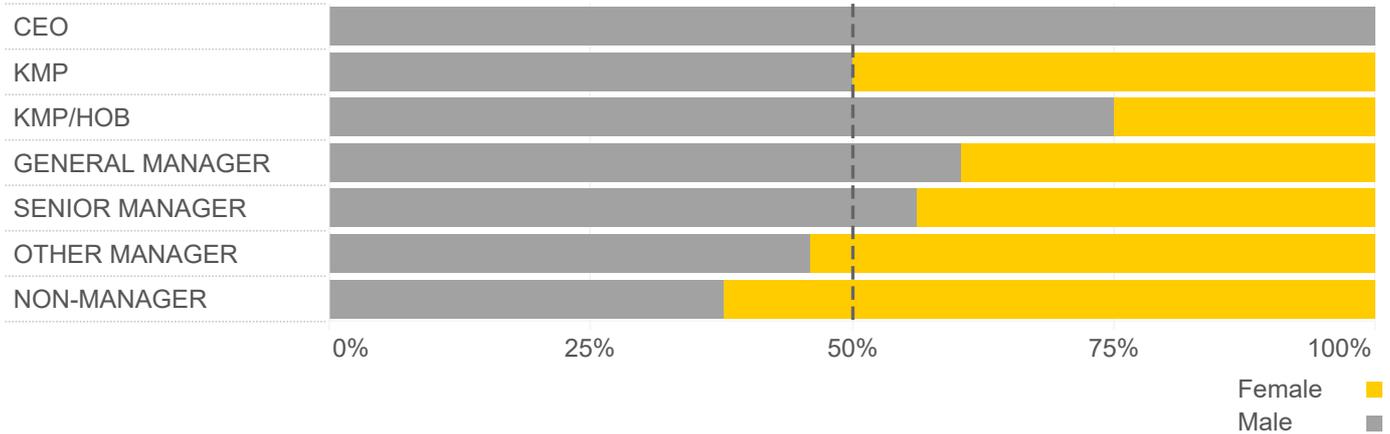
CEO			
KMP			
KMP/HOB			
GENERAL MANAGER			
SENIOR MANAGER			
OTHER MANAGER			
NON-MANAGER			

0%   25%   50%   75%   100%

Female
Male

Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.

Female managers	56	39	262
Male managers	55	43	178
Female non-managers	1,052	1,579	552
Male non-managers	545	828	303

Promotions
New hires
Resignations
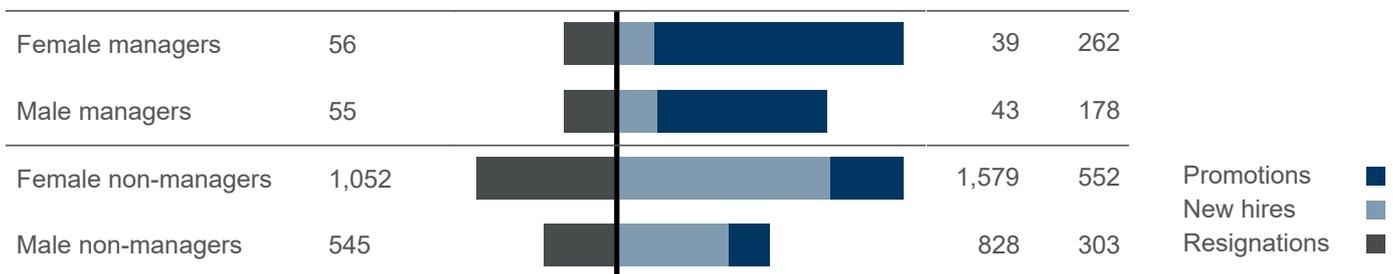
Gender equality policies, strategies and actions

Total number of recommended gender equality policies, strategies and actions in your organisations.

15 of 15 policies

Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Action on gender equality **5** of 5	Employee consultation	Have you consulted with employees on issues concerning gender equality in your workplace?	●
	Employer action on pay equity	Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?	●
		Did you take any actions as a result of your gender remuneration gap analysis?	●
	Gender pay gaps	Do you have a formal policy and/or formal strategy on remuneration generally?	●
		Are specific pay equity objectives included in your formal policy and/or formal strategy?	●
Workplace overview **5** of 5	Governing bodies	Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	●
		Does this organisation have a governing body?	●
		Has a target been set to increase the representation of women on this governing body?	●
	Policies and strategies	Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?	●
		Do you have formal policy and/or formal strategy in place that support gender equality overall?	●

Workplace Gender Equality Agency CEO Submission Summary

Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Employee work/life balance **1** of 1	Flexible working	Do you have a formal policy and/or formal strategy on flexible working arrangements?	🟠
Employee support **4** of 4	Family or domestic violence	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?	🟠
	Paid parental leave	Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?	🟠
	Sex-based harassment and discrimination	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?	🟠
	Support for carers	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?	🟠

CEO Sign-off

I, the CEO, confirms the content of the workplace gender equality compliance submission is accurate and I approve its submission to WGEA

Name of CEO/Head of Business

CEO/head of business signature

Appendix

The full details of your responses to each component of the compliance reporting program are available to review and download below. To access these, you will need to log in to the WGEA Portal using your myGovID.

1. CEO Pro Forma for Submission Group without Confidential Section
   https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Submission+Group+without+Confidential+Section+%28Compliance%29
2. Questionnaire for Submission Group
   https://client-portal.wgea.gov.au/s/ceo-reports?report=Questionnaire+for+Submission+Group+%28Compliance%29
3. Workplace Profile Table for Submission Group
   https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Table+for+Submission+Group+%28Compliance%29
4. Workforce Management Statistics Table for Submission Group
   https://client-portal.wgea.gov.au/s/ceo-reports?report=Workforce+Management+Statistics+Table+for+Submission+Group+%28Compliance%29
5. CEO Pro Forma for Submission Group with Confidential Section
   https://client-portal.wgea.gov.au/s/ceo-reports?report=CEO+Pro+Forma+for+Submission+Group+with+Confidential+Section+%28Compliance%29
6. Workplace Profile Confidential Table for Submission Group
   https://client-portal.wgea.gov.au/s/ceo-reports?report=Workplace+Profile+Confidential+Table+for+Submission+Group+%28Compliance%29

Insights by industries in your organisation/s

This section summarises your organisation's responses by industry for the 2020 - 2021 Compliance Reporting program.

62 - Finance

Workforce gender composition
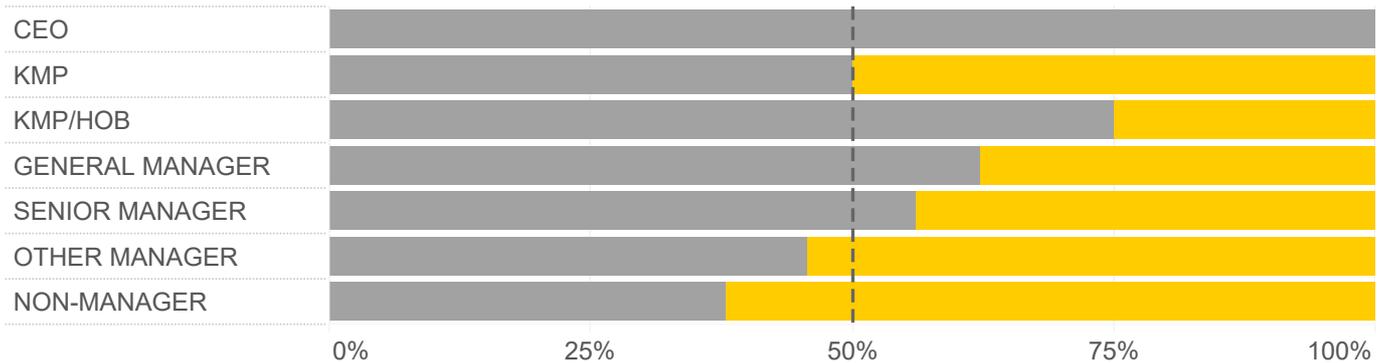
	0%	25%	50%	75%	100%
CEO					
KMP					
KMP/HOB					
GENERAL MANAGER					
SENIOR MANAGER					
OTHER MANAGER					
NON-MANAGER					

Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.

Female managers	54		39	231	
Male managers	51		43	151	
Female non-managers	1,027		1,578	523	
Male non-managers	524		826	288	

Promotions
New hires
Resignations
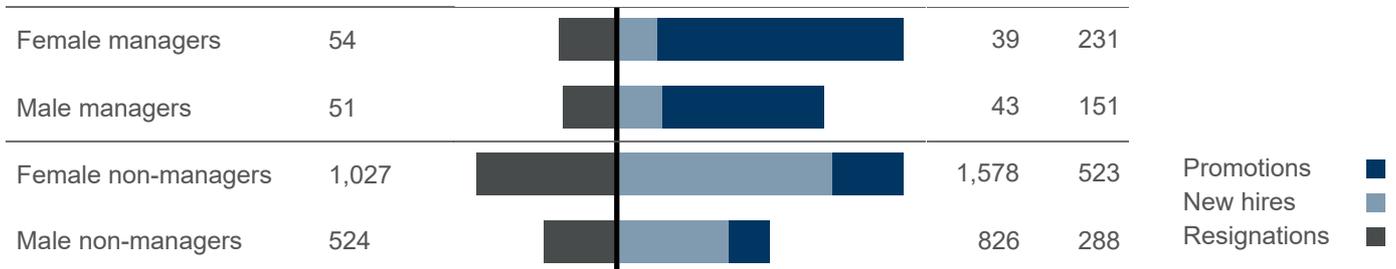
Workforce gender composition ranking
The industries within your organisation ranked for having the most to least gender-balanced workforce composition

1. 64 - Auxiliary Finance and Insurance Services
2. 62 - Finance

Insights by industries in your organisation/s

This section summarises your organisation's responses by industry for the 2020 - 2021 Compliance Reporting program.

64 - Auxiliary Finance and Insurance Services

Workforce gender composition
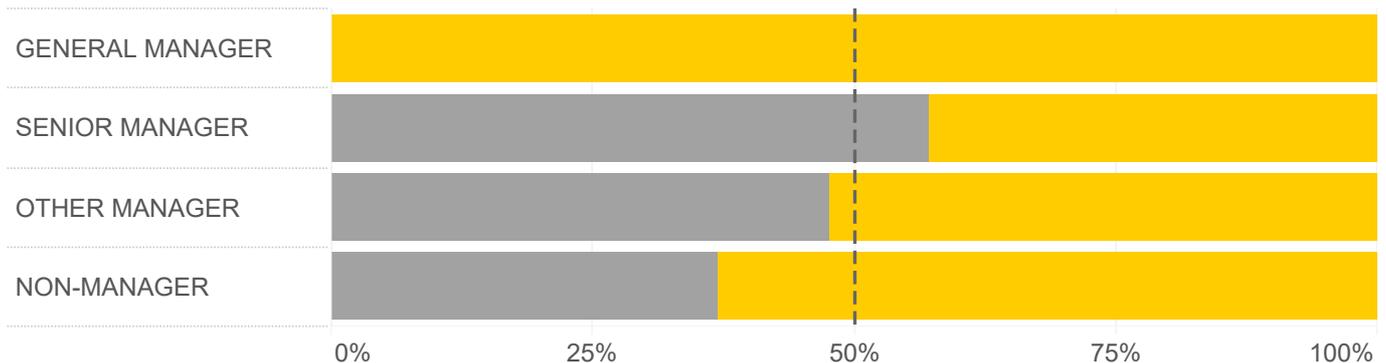
	0%	25%	50%	75%	100%
GENERAL MANAGER					
SENIOR MANAGER					
OTHER MANAGER					
NON-MANAGER					

Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.

Female managers	2		0	31
Male managers	4		0	27
Female non-managers	25		1	29
Male non-managers	21		2	15

Legend:
- Promotions
- New hires
- Resignations

Workforce gender composition ranking
The industries within your organisation ranked for having the most to least gender-balanced workforce composition

1. 64 - Auxiliary Finance and Insurance Services	
2. 62 - Finance	
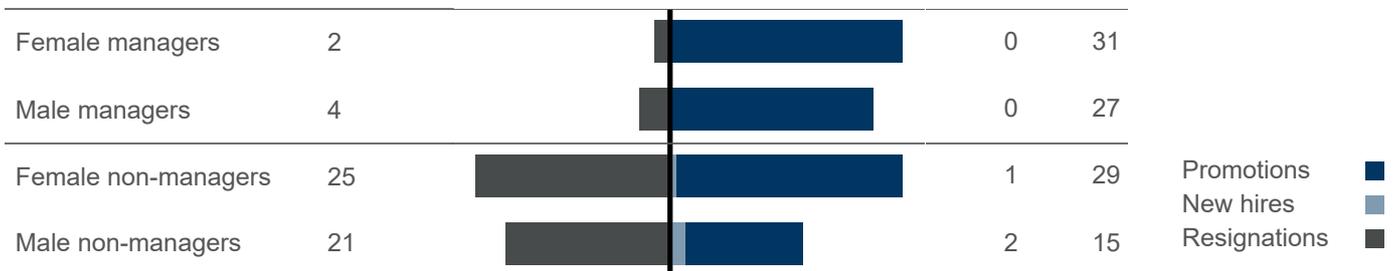
Workplace Profile Table

Industry: *

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1,034	1,056	0	0	2,090
	Full-time contract	13	18	0	0	31
	Part-time permanent	126	11	0	0	137
	Part-time contract	1	1	0	0	2
Professionals	Full-time permanent	2,596	2,484	38	54	5,172
	Full-time contract	149	113	1	1	264
	Part-time permanent	1,001	176	0	0	1,177
	Part-time contract	21	6	0	0	27
	Casual	13	27	0	0	40
Technicians And Trades Workers	Full-time permanent	20	244	0	0	264
	Full-time contract	1	1	0	0	2
	Part-time permanent	3	5	0	0	8
Clerical And Administrative Workers	Full-time permanent	619	271	0	0	890
	Full-time contract	112	58	0	0	170
	Part-time permanent	414	71	0	0	485
	Part-time contract	49	26	0	0	75
	Casual	0	3	0	0	3
Sales Workers	Full-time permanent	915	461	0	0	1,376
	Full-time contract	101	49	0	0	150
	Part-time permanent	823	132	0	0	955
	Part-time contract	14	0	0	0	14
	Casual	2	0	0	0	2
Machinery Operators And Drivers	Full-time contract	0	1	0	0	1

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Gender X

Workplace Profile Table

Industry: *

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	2	2	4
KMP/HOB	-1	Full-time permanent	1	3	4
GM	-2	Full-time permanent	9	19	28
		Full-time contract	0	1	1
		Part-time permanent	0	1	1
	-3	Full-time permanent	6	2	8
SM	-1	Full-time permanent	0	1	1
	-2	Full-time permanent	3	11	14
		Full-time contract	0	1	1
		Part-time permanent	0	1	1
	-3	Full-time permanent	82	117	199
		Full-time contract	3	2	5
		Part-time permanent	8	1	9
	-4	Full-time permanent	63	78	141
		Part-time permanent	6	0	6
	-5	Full-time permanent	0	1	1
		Full-time contract	1	0	1
OM	-1	Full-time permanent	1	0	1
	-2	Full-time permanent	0	1	1
	-3	Full-time permanent	21	25	46
		Full-time contract	1	1	2
		Part-time permanent	5	1	6
	-4	Full-time permanent	380	386	766
		Full-time contract	1	10	11
		Part-time permanent	57	6	63
	-5	Full-time permanent	452	377	829
		Full-time contract	6	2	8
		Part-time permanent	48	1	49
		Part-time contract	1	1	2
	-6	Full-time permanent	14	32	46
		Full-time contract	1	1	2
		Part-time permanent	2	0	2

* Total employees includes Gender X

Workplace Profile Table

Industry: Finance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	889	898	0	0	1,787
	Full-time contract	13	18	0	0	31
	Part-time permanent	104	9	0	0	113
	Part-time contract	1	1	0	0	2
Professionals	Full-time permanent	2,290	2,234	38	54	4,616
	Full-time contract	149	113	1	1	264
	Part-time permanent	854	157	0	0	1,011
	Part-time contract	21	6	0	0	27
	Casual	13	27	0	0	40
Technicians And Trades Workers	Full-time permanent	13	172	0	0	185
	Full-time contract	1	1	0	0	2
	Part-time permanent	1	2	0	0	3
Clerical And Administrative Workers	Full-time permanent	545	236	0	0	781
	Full-time contract	112	58	0	0	170
	Part-time permanent	317	60	0	0	377
	Part-time contract	49	26	0	0	75
	Casual	0	2	0	0	2
Sales Workers	Full-time permanent	884	442	0	0	1,326
	Full-time contract	101	49	0	0	150
	Part-time permanent	781	129	0	0	910
	Part-time contract	14	0	0	0	14
	Casual	2	0	0	0	2
Machinery Operators And Drivers	Full-time contract	0	1	0	0	1

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Gender X

Workplace Profile Table

Industry: Finance

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	2	2	4
KMP/HOB	-1	Full-time permanent	1	3	4
GM	-2	Full-time permanent	8	19	27
		Full-time contract	0	1	1
		Part-time permanent	0	1	1
	-3	Full-time permanent	6	2	8
SM	-1	Full-time permanent	0	1	1
	-2	Full-time permanent	3	10	13
		Full-time contract	0	1	1
		Part-time permanent	0	1	1
	-3	Full-time permanent	76	104	180
		Full-time contract	3	2	5
		Part-time permanent	8	1	9
	-4	Full-time permanent	50	64	114
		Part-time permanent	4	0	4
	-5	Full-time permanent	0	1	1
		Full-time contract	1	0	1
OM	-1	Full-time permanent	1	0	1
	-2	Full-time permanent	0	1	1
	-3	Full-time permanent	21	19	40
		Full-time contract	1	1	2
		Part-time permanent	3	1	4
	-4	Full-time permanent	332	328	660
		Full-time contract	1	10	11
		Part-time permanent	52	4	56
	-5	Full-time permanent	378	313	691
		Full-time contract	6	2	8
		Part-time permanent	35	1	36
		Part-time contract	1	1	2
	-6	Full-time permanent	11	30	41
		Full-time contract	1	1	2
		Part-time permanent	2	0	2

* Total employees includes Gender X

Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	145	158	0	0	303
	Part-time permanent	22	2	0	0	24
Professionals	Full-time permanent	306	250	0	0	556
	Part-time permanent	147	19	0	0	166
Technicians And Trades Workers	Full-time permanent	7	72	0	0	79
	Part-time permanent	2	3	0	0	5
Clerical And Administrative Workers	Full-time permanent	74	35	0	0	109
	Part-time permanent	97	11	0	0	108
	Casual	0	1	0	0	1
Sales Workers	Full-time permanent	31	19	0	0	50
	Part-time permanent	42	3	0	0	45

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
GM	-2	Full-time permanent	1	0	1
SM	-2	Full-time permanent	0	1	1
	-3	Full-time permanent	6	13	19
	-4	Full-time permanent	13	14	27
		Part-time permanent	2	0	2
OM	-3	Full-time permanent	0	6	6
		Part-time permanent	2	0	2
	-4	Full-time permanent	48	58	106
		Part-time permanent	5	2	7
	-5	Full-time permanent	74	64	138
		Part-time permanent	13	0	13
	-6	Full-time permanent	3	2	5

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: *

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	236	172	408
			Non-managers	464	274	738
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	5	5	10
			Non-managers	30	17	47
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	21	1	22
			Non-managers	57	11	68
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	165	141	306
			Non-managers	632	405	1,037
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	114	43	157
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	20	1	21
			Non-managers	278	55	333
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	46	5	51
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	4	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	27	30	57
			Non-managers	430	367	797
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	8	10	18
			Non-managers	409	229	638
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	592	160	752
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	1	4
			Non-managers	140	43	183
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	29	37

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: *

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	51	53	104
			Non-managers	379	337	716
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	2	5
			Non-managers	196	86	282
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	425	108	533
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	49	7	56
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	7	10
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	90	3	93
			Non-managers	282	8	290
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	29	1	30
			Non-managers	264	0	264
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	42	45
			Non-managers	1	95	96
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	3	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: *

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	3	9
			Non-managers	14	2	16
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	17	0	17
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Finance

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	207	145	352
			Non-managers	440	260	700
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	5	5	10
			Non-managers	30	17	47
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	19	1	20
			Non-managers	52	10	62
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	141	120	261
			Non-managers	578	379	957
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	114	43	157
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	13	1	14
			Non-managers	268	55	323
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	46	5	51
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	4	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	2	2
			Managers	27	30	57
			Non-managers	429	365	794
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	8	10	18
			Non-managers	409	229	638
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	592	160	752
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	1	4
			Non-managers	140	43	183
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	29	37

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Finance

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	49	49	98
			Non-managers	368	321	689
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	2	5
			Non-managers	196	86	282
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	411	104	515
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	49	7	56
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	6	9
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	80	1	81
			Non-managers	268	7	275
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	25	1	26
			Non-managers	237	0	237
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	34	37
			Non-managers	0	88	88
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	3	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Finance

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	3	6
			Non-managers	13	2	15
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	17	0	17
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	29	27	56
			Non-managers	24	14	38
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	5	1	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	24	21	45
			Non-managers	54	26	80
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	7	0	7
			Non-managers	10	0	10
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	2	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	4	6
			Non-managers	11	16	27
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	14	4	18
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	10	2	12
			Non-managers	14	1	15
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	0	4
			Non-managers	27	0	27
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	8	8
			Non-managers	1	7	8
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	0	3
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

#Workplace overview

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

…Recruitment	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Retention	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Performance management processes	Yes(*Select all that apply*)
…Yes	Policy
…Promotions	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Talent identification/identification of high potentials	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Succession planning	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Training and development	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Key performance indicators for managers relating to gender equality	Yes(*Select all that apply*)
…Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)	
…Yes	Policy Strategy

3: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Suncorp's Diversity & Inclusion strategy was founded on Gender Equality and it continues to be our top priority. This focus has enabled us to reach and maintain gender balance across our total leadership population since December 2017. We continue to strive to achieve our targets for female representation with the following results: senior leadership (43.6% women as of March 2021) and Non-Executive Directors (33%

women as of March 2021). In addition to the above, a gender lens is strongly applied to Suncorp's practices and policies across all stages of employee lifecycle. It is also a key component in the moderation and sign-off process of cyclical performance reviews. In FY21, gender equality metrics were incorporated into the scorecards of Suncorp's ELT & Strategic Leaders (equivalent of all KMP).

Governing bodies

Australian Associated Motor Insurers Pty Limited

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Australian Associated Motor Insurers Pty Ltd
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	0
…Male (M)	1
…Gender X	0
…Members	
…Female (F)	0
…Male (M)	1
…Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(*Select all that apply*)
1.5: Has a target been set to increase the representation of women on this governing body?	No(*Select all that apply*)
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	

Suncorp Insurance Services Limited

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Suncorp Insurance Services Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair	

position?	
…Chairs	
…Female (F)	0
…Male (M)	1
…Gender X	0
…Members	
…Female (F)	0
…Male (M)	2
…Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(*Select all that apply*)
1.5: Has a target been set to increase the representation of women on this governing body?	No(*Select all that apply*)
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	

Suncorp Group Limited

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Suncorp Group Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	1
…Male (M)	0
…Gender X	0
…Members	
…Female (F)	2
…Male (M)	6
…Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(*Select all that apply*)
1.5: Has a target been set to increase the representation of women on this governing	Yes(*Provide further details on your target*)

body?	
10.6: What is the percentage (%) target?	40.00%
10.7: What year is the target to be reached (select the last day of the target year)?	30-Jun-2021
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	

Suncorp Staff Pty Ltd

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	Suncorp Staff Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female (F)	0
…Male (M)	1
…Gender X	0
…Members	
…Female (F)	0
…Male (M)	0
…Gender X	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(*Select all that apply*)
1.5: Has a target been set to increase the representation of women on this governing body?	No(*Select all that apply*)
10.6: What is the percentage (%) target?	
10.7: What year is the target to be reached (select the last day of the target year)?	
11.1: Confirm how the ultimate parent's governing body/ies are being reported:	

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

Please Note:

- *Suncorp Group Limited's Board gender representation target has no deadline (as it is continous target). As this report requires the input of a date (Q. 1.5-1.7), we have listed 30 June 2021 (End of Financial Year). However, this target will roll-over into FY22, and will be monitored on a quarterly basis.*

#Action on gender equality

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

…Yes	Policy Strategy
1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?	Yes(*Select all that apply*)
…Yes	To achieve gender pay equity To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews) To be transparent about pay scales and/or salary bands

2: Did your organisation receive JobKeeper payments?

No

3: What was the snapshot date used for your Workplace Profile?

31-Mar-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

In April 2020, Suncorp's Board People and Remuneration Committee endorsed a target for Suncorp to reduce its Group wide Gender Pay Gap (GPG) by 5% points over the next five years.

In May 2020, the Diversity Council endorsed the GPG Target Plan which outlines a program of work across Suncorp's five main levers for change:

- *Attract and Recruit to increase representation of females and males at all levels*

- *Targeted development of women*

- *Remuneration review and annual equity correction*

- *Leadership Pipeline and targeted Talent reviews*

- *Education and Awareness form senior leaders to hiring managers*

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)	
1.1: When was the most recent gender remuneration gap analysis undertaken?	Within the last 12 months
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Yes(*Select all that apply*)
1.2: Did you take any actions as a result of your gender remuneration gap analysis? .. Yes	Created a pay equity strategy or action plan Identified cause/s of the gaps Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance pay to ensure there is no gender bias (including unconscious bias) Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Set targets to reduce any organisation-wide gap Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Corrected like-for-like gaps Implemented other changes (provide details): Trained people-managers in addressing gender bias (including unconscious bias)
…Implemented other changes (provide details):	Introduced a target to reduce the Group-wide Gender Pay Gap (GPG)
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	*Our Remuneration Policy states that Suncorp is committed to fair, equitable and responsible remuneration practices and is committed to achieving gender pay equity in all roles on a like-for-like basis.* *We undertake several initiatives to ensure this plays out in practice. Comprehensive analysis is undertaken on a role pay equity (including gender pay equity) like for like basis, and on an organisation wide, gender pay gap basis. Analysis on role pay equity variances and the gender pay gap is provided to our Diversity Council (which is chaired by our Group CEO) at least twice a year (pre and post annual remuneration review) to provide insight and to recommend appropriate actions. Role pay and gender pay analysis is also provided to employees in our Human Resources community to share with business leaders for visibility and action to support remuneration decisions being made on a fair and equitable basis.*

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

It's a matter of principle for Suncorp that all employees be paid fairly for the value they bring to our organisation and our customers. Closing the gender pay gap will help us remove one of the significant barriers to the full and equal participation of women in the workforce.

Suncorp's GPG target is a key action in ensuring we do not fall behind community expectation and set ourselves up for retaining and attracting the right talent for the workforce of the future. We are proud to report the following actions and progress against the GPG in FY21:

- *Established a GPG Working Group involving key stakeholders and Executive business representatives;*

- *Delivered education/awareness sessions with Function Leaders*

- *Developed and implemented GPG Dashboards to track and measrure progress*

- *Commenced Gender Equality Focus Groups with Suncorp employees*

- *Implemented Group and Function level targets for women in senior roles*

- *Continued Pay Equity analysis and correction*

- *Developed a GPG Key Messages register for internal and external communications*

Since implementing the GPG target on 1 July 2020, Suncorp's GPG has reduced by 1.1% points (inclusive of the Australian and New Zealand workforce). Maintaining this momentum will be key to reach the overall target of a 5% point reduction over 5 years.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?
Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?	Survey Focus groups Consultative committee or group Exit interviews
1.2: Who did you consult?	ALL staff

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

In consulting employees on Gender Equality, Suncorp has completed the following (1 April 2020 – 31 March 2021):

- *Engagement Surveys: In previous years, Suncorp has completed an annual Engagement Survey in March of each year. In March 2021, a new engagement survey (The Loop) was launched. The Loop invites employees to provide anonymous feedback on a monthly basis. The first of the new surveys was issued on March 8, and included questions relating to gender equality.*
- *Focus Groups:*
  - *Women employees throughout Suncorp's Technology & Transformation (T&T) function were invited to participate in focus groups on gender equality. These focus groups formed part of a discovery project to identify underlying challenges to women's representation, development and progression in Technology (at Suncorp and the wider industry). The results of these focus groups are currently being reviewed and will be presented to the Suncorp's Chief Information Officer to form a T&T specific Gender Equality plan. Findings will specifically inform areas such as representation of women in non-traditional roles, flexible working and job design, gender based unconscious bias, and talent development.*
  - *A further 250 employees across Suncorp participated in Employee Value Proposition (EVP) focus groups. Employees were invited to share their experience of working at Suncorp. Groups included a balance of males and females across a cross section of the organisation. Among other factors, the feedback revealed that flexibility is still seen as an essential part of 'why' people work at Suncorp.*
- *Employee Resource Group (ERG): Suncorp Women Connect is an ERG dedicated to gender equality. In the 2020-2021 WGEA reporting period, SWC surveyed their members on their experience at Suncorp (including male cohorts). Members were invited to provide feedback on gender equality at Suncorp, levels of support from SWC and feedback on the male Champions of Change (SWC initiative). Further, SWC's male Champions of Change have a standing meeting with Suncorp's Diversity & Inclusion manager to discuss gender equality initiatives, progress and reception at Suncorp.*

#Employee work/life balance

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)	
…Yes	Policy Strategy
…A business case for flexibility has been established and endorsed at the leadership level	Yes
…Leaders are visible role models of flexible working	Yes
…Flexible working is promoted throughout the organisation	Yes
…Targets have been set for engagement in flexible work	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Flexible Work is a core aspect of Suncorp's culture, and has been for many years. Suncorp employees can access informal and Formal Flexible Work Arrangements (the later alters employment conditions for a temporary period of time). Prior to work-from-home guidance (issued in response to COVID-19), 84% of our workforce indicated they accessed flexible work arrangements in some form. Flexible work is commonplace and considered a normal way of working at Suncorp, therefore a target for engagement in flexible work has not been introduced, However, we acknowledge the workforce and workplace has significantly changed in the wake of COVID 19 restrictions, rates of flexible working will continue to be monitored.
…Targets have been set for men's engagement in flexible work	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	In preparation for the September 2021 EoCGE Submission, Suncorp will examine rates of flexible working between male and female employees with a view to testing the value of introducing a target to increase men's engagement in flexible working. Flexible working

	is wide-spread at Suncorp, and all employees are encouraged to access it regardless of gender.
…Leaders are held accountable for improving workplace flexibility	Yes
…Manager training on flexible working is provided throughout the organisation	Yes
…Employee training is provided throughout the organisation	Yes
…Team-based training is provided throughout the organisation	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Suncorp does not provide formal training to specific team cohorts; flexible working resources are available to all employees and leaders are provided specific resources to have the 'flex work' conversation and understand their responsibilities. This includes safety checklists, flexible working guides, a flexible working portal and additional guidance for managers on supporting teams and performance virtually.
…Employees are surveyed on whether they have sufficient flexibility	Yes
…The organisation's approach to flexibility is integrated into client conversations	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Flexibility is not formally integrated into client (or customer) conversations at Suncorp. However, many employees promote flexible working via their email signatures and/or out-of-office responses. Example references include "Suncorp proudly supports flexible working; my non-working days are…". We believe this sends an important message for all stakeholders, including clients, customers and employees.
…The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
…Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
…Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes
…Other (provide details)	Yes
	On 12 March 2021, Suncorp launched a new Ways of Working portal for employees. The

…Yes	portal is designed to support our employees to work effectively in an increasingly flexible work environment. Not only is guidance offered for work from the home or office, but resources are also available to encourage teams to collaborate effectively in fluid environments. This includes guides on project and team structures, productivity for the home and office, safety requirements and more. Suncorp is committed to supporting flexible working for all employees and providing employees with a choice in how they work will continue to be a priority.

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

…Flexible hours of work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Compressed working weeks	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Informal options are available Formal options are available
…Time-in-lieu	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Telecommuting (e.g. working from home)	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Part-time work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Job sharing	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Carer's leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)

…SAME options for women and men	Formal options are available
…Purchased leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Unpaid leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

No

6: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Suncorp recognises that flexible working is a key enabler of gender equality in the workplace, and as such, is committed to fostering a hybrid way of working for all employees moving forward. In support of this, Suncorp has launched a new 'Ways of Working' portal for employees. The portal provides information on the principles of hybrid work, resources on working safely and effectively, details on flexible work arrangements and access to subsidised home office equipment (where eligible).

Suncorp also celebrates Flexible Working day on an annual basis and uses this as a platform to share experience and benefits of flexible working across the workforce. Flexible working is the norm at Suncorp, and as an organisation we are proud that the high rates of engagement in flexible working pre-pandemic (84%) have continued.

At Suncorp, employees engage in flexible work through formal and informal arrangements. Flexible Work Agreements (FWA) formalise a temporary change to an employee's working conditions (i.e. hours, days or place of work etc), while informal arrangements enable work-from home on a wide scale. Since 1 April 2020, utilisation of FWA's at Suncorp has decreased. This reflects the increasing shift toward flexible working arrangements as an ongoing arrangement for Suncorp's workforce.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(*Please indicate how employer funded paid parental leave is provided to the primary carers.*)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Adoption Birth Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	13
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	81-90%
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(*Please indicate how employer funded paid parental leave is provided to the secondary carers.*)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary

1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	2
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	80-90%

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Suncorp is in the process of introducing enhanced parental leave offerings to employees in Australia. The following enhancements are in delivery for July/August 2021:

- Reducing the eligibility criteria to claim paid parental leave (currently 12 months continuous service is required);

- Increase paid primary carers leave to 16 weeks in 2021, and 20 weeks in 2022;

- Increase paid secondary carers leave to 3 weeks in 2021 and 4 weeks in 2022;

- Remove the restriction on changing between primary and secondary carer within the first 13 weeks of parental leave

These changes are designed to support parents of any gender and enable greater flexibility for employees who are juggling parenting and work-related responsibilities.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes(*Select all that apply*)	
…Yes	Policy

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

…Employer subsidised childcare	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Other (provide details)
…Other (provide details)	Suncorp recognises the importance of supporting employees who have family or caring responsibilities. In the reporting period, employer-subsidised childcare has not been available to employees. A program has previously been piloted, however, a suitable

	model (meeting employee needs and costing) is yet to be determined. Suncorp will continue to explore this option.
…On-site childcare	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Other (provide details)
…Other (provide details)	Suncorp does not currently offer on-site childcare to employees. In the current reporting period (April 2020 – March 2021), support for parents who are working from home has been a top priority, especially in light of COVID-19 restrictions. Moving forward, Suncorp will continue to support employees working from home.
…Breastfeeding facilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Childcare referral services	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Other (provide details)
…Other (provide details)	Childcare referral services are no longer offered at Suncorp (ceased as an offering in 2017). The provider previously engaged no longer exists and employee utilisation of the program was low. Employees who are parents now connect via discussion boards on Suncorp's Yammer pages, and/or join the Buddy Program for parents, where they informally recommend childcare services specific to locations and their personal experiences.
…Internal support networks for parents	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Other (provide details)
…Other (provide details)	A return to work bonus is only available to New Zealand (NZ) employees as an offering to complement the NZ government scheme. Despite the Australian government's lower level of funding our data for Australian employees reflects an average return to work rate of 98%.
…Information packs for new parents and/or those with elder care responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites

…Referral services to support employees with family and/or caring responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Targeted communication mechanisms (e.g. intranet/forums)	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Support in securing school holiday care	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Other (provide details)
…Other (provide details)	Similar to responses above in relation to child-care, Suncorp does not currently have a formal offering to support employees in securing school holiday care. Suncorp continues to explore the best ways to support parents, including those with school-aged children.
…Coaching for employees on returning to work from parental leave	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Parenting workshops targeting mothers	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Parenting workshops targeting fathers	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Other (provide details)	No

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

In the 2020-2021 reporting period, Suncorp established a relationship with Parents at Work to increase support available to employees who are parents and/or carers.

Through this partnership, Suncorp employees can access webinars and resources on-demand to help them balance work and caring commitments. Some recent webinar topics include:

- *Flexible Work and Family Routines;*

- *Mental Wellbeing for You and Your Family*

- *Career-Life Design*

- *Building Resilience During Uncertainty*

These offerings are available at no cost to all employees, regardless of gender, family make-up or carer status.

In this reporting period Suncorp proudly became the first nationally accredited employer in Australia to be recognised as Carer Friendly through our partnership with Carers + Employers (Australia) and CareWise (New Zealand). In order to receive this level of accreditation, Suncorp had to demonstrate best practice in the following areas: carer recognition; policies and procedures; capacity building; communication and awareness; and practical workplace support. In October 2020 Suncorp marked Carers Week for the first time. During the week, communications were shared across the group, including myth busting fact sheets and the official launch of our 'one stop shop' carers page on the employee intranet. Our employee resource group for Disability extended their remit to include carers and hosted lunch and learn sessions to get the conversation on caring started across Australia and NZ.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)	
…Yes	Policy Strategy
1.1: Do you provide a grievance process in any sex-based harasssment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

…All managers	Yes(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction At least annually
…All employees	Yes(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At least annually At induction

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

At Suncorp, sex-based harassment and discrimination training is provided to all employees, including managers, as part of

annual online compliance training.

During the 2020-2021 reporting period, Suncorp reviewed the Group's Harassment, Bullying and Discrimination Standard. The objective of this review was to ensure existing provisions continue to reflect best practice from both an industry and community perspective (particularly in relation to sexual harassment). In reviewing the Standard Suncorp recognised a need to:

- *better reflect a culture supportive of good faith, genuine complaints*
- *ensure clarity of support available to complainants, and provide more transparency where possible*

- *clarify accountabilities for other stakeholders, including senior leaders and People & Culture.*

As a result of this review, the Standard has been separated out into two documents: an Anti-Bullying Standard and an Anti-Discrimination and Harassment Standard. This recognises that bullying and unlawful discrimination & sexual harassment are uniquely different and require different approaches and remedies. Additionally, the separation of standards reflects Suncorp's specific commitment to preventing and responding to each type of behaviour.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes(*Select all that apply*)	
…Yes	Policy

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

…Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
…Training of key personnel	Yes
…A domestic violence clause is in an enterprise agreement or workplace agreement	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Suncorp's Enterprise Agreement nominally expired in 2015. The last review of the EA deemed that it still meets requirements from an employee and employer perspective. Therefore, the Enterprise Agreement in its 2015 form still applies. Provisions for Domestic and Family Violence were introduced at Suncorp in 2019 (as previously reported) and are included under Group policies (as opposed to the Group EA).
…Workplace safety planning	Yes
…Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Access to paid domestic violence leave is available to Suncorp employees who are victims of, or impacted by, domestic and family violence (DFV) offenders. Leave options are outlined in Suncorp's Domestic and Family Violence Guideline which is available via the employee intranet. As the leave was introduced after the

	EA was last updated, it is not current contained within Suncorp's Enterprise Agreement.
…Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Access to unpaid domestic violence leave is not currently contained within Suncorp's Enterprise Agreement (as per reasons provided above). However, unpaid leave is available as per Suncorp's Domestic and Family Violence policy and practice.
…Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes
…Access to unpaid leave	Yes
…Confidentiality of matters disclosed	Yes
…Referral of employees to appropriate domestic violence support services for expert advice	Yes
…Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
…Flexible working arrangements	Yes
…Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
…Offer change of office location	Yes
…Emergency accommodation assistance	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Suncorp recognises that on occasions employees may experience extreme financial hardship resulting from DFV. The Employee Hardship Program (EHP) can provide one-off individual grants to help support through these difficult events, including financial support for emergency accommodation. Suncorp's frameworks also provide a number of avenues that support referral to appropriate agencies who then provide specialised support in this area. These referral pathways are supported in our DFV Guideline, the EHP, and by our EAP partner.
…Access to medical services (e.g. doctor or nurse)	No(*Select all that apply*)
…No	Other (provide details)
	Suncorp does not provide access to doctors or

…Other (provide details)	nurses as a specific DFV service. However, employees can receive access and referrals to medical services via the Employee Assistance Program. Additionally, funds received through the EHP can be used to access medical services as well.
…Other (provide details)	Yes
…Yes	Suncorp continues to offer an Employee Hardship Program (EHP) which offers grants of up to $5,000 to help support employees through difficult events. This includes circumstances beyond an employee's control and sudden personal or family crises, including family or domestic violence. Permanent full-time, part-time or long-term casual employees are eligible to apply. Funds can be used to help access emergency accommodation or medical services. Suncorp regularly reviews the EHP and EAP offerings to ensure appropriate solutions are available to support employees, especially those impacted by DFV.

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

Suncorp recognises that domestic and family violence (DFV) is a significant issue in society, one which impacts our employees, directly and indirectly.

All Australian and New Zealand employees experiencing domestic and family violence (DFV), or supporting someone experiencing domestic and family violence, can access 10 days paid DFV leave. This leave can be used for (but not limited to): medical appointments, treatment and counselling, obtaining legal advice or attending court, and arranging alternative accommodation. Suncorp also has a range of other options to support the safety and security of our people, like changing work arrangements based on the circumstances of each individual. This could include an alternative work location or changing working hours or work-based contact details for employees leaving DFV situations and needing that added security.

Our DFV policy and guidelines provide information to employees about the support available to them if they are targets of, impacted by or domestic violence offenders. It also provides information to leaders in supporting employees and in managing the work impact.

A specific DFV data dashboard is reported upon quarterly to the Suncorp Diversity Council (chaired by the CEO), which allows us to track how many DFV leave days are used, gender split, what areas of the business have high leave requests and any trends that may require an intervention. Trends on DFV leave were particularly monitored in response to lockdown orders during the COVID-19 pandemic to determine if employees were put at risk through work-from-home situations. It is a priority that Suncorp employees always have access to safe and supportive work environments

Leader resources on the Suncorp intranet cover topics such as how to identify signs of potential DFV abuse, how to have the conversation, leave and work arrangements, where they (and their employee) can access additional support, how to prepare a safety plan and a personal plan for the employee. We have run leader training sessions and specific workshops for DFV in same sex relationships for our LGBTQI employees.