

Public report

2018-19

Submitted by

Legal Name:

Suncorp Group Limited



Organisation and contact details

Submitting organisation details	Legal name	Suncorp Group Limited
	ABN	66145290124
	ANZSIC	K Financial and Insurance Services 6322 General Insurance
	Business/trading name/s	Suncorp
	ASX code (if applicable)	SUN
	Postal address	GPO Box 1453 BRISBANE QLD 4001 AUSTRALIA
	Organisation phone number	(07) 3362 1222
Reporting structure	Ultimate parent	Suncorp Group Limited
	Number of employees covered by this report	12,633

All organisations covered by this report

Legal name	Business/trading name/s
Suncorp Group Limited	Suncorp
Australian Associated Motor Insurers Limited	
Suncorp Insurance Services Limited	
Suncorp Staff Pty Ltd	

Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
CEO/Head of Business in Australia	0	Full-time permanent	0	3	3
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Key management personnel	-1	Full-time permanent	5	4	9
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers	-2	Full-time permanent	16	27	43
		Full-time contract	0	1	1
		Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
Senior Managers	-1	Full-time permanent	1	1	2
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	3	7	10
		Full-time contract	0	0	0
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	75	117	192
		Full-time contract	2	0	2
		Part-time permanent	17	1	18
		Part-time contract	0	0	0
		Casual	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
	-4	Full-time permanent	102	119	221
		Full-time contract	0	4	4
		Part-time permanent	9	0	9
		Part-time contract	0	0	0
		Casual	0	0	0
	-5	Full-time permanent	18	11	29
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers	-1	Full-time permanent	1	0	1
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	2	0	2
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	22	15	37
		Full-time contract	1	0	1
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	124	201	325
		Full-time contract	2	3	5
		Part-time permanent	35	3	38
		Part-time contract	0	0	0
		Casual	0	0	0
-5	Full-time permanent	421	453	874	
	Full-time contract	3	5	8	
	Part-time permanent	63	5	68	
	Part-time contract	1	0	1	
	Casual	0	0	0	
-6	Full-time permanent	277	237	514	

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
		Full-time contract	3	1	4
		Part-time permanent	28	0	28
		Part-time contract	0	0	0
		Casual	0	0	0
	-7	Full-time permanent	0	2	2
		Full-time contract	0	0	0
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			1,235	1,220	2,455

Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Professionals	Full-time permanent	1,884	2,094	34	35	0	0	4,047
	Full-time contract	111	82	1	0	0	0	194
	Part-time permanent	512	66	0	0	0	0	578
	Part-time contract	15	3	0	0	0	0	18
	Casual	11	7	0	0	0	0	18
Technicians and trade	Full-time permanent	24	244	0	0	0	0	268
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	3	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Clerical and administrative	Full-time permanent	674	302	0	0	0	0	976
	Full-time contract	74	32	0	0	0	0	106
	Part-time permanent	374	65	0	0	0	0	439
	Part-time contract	16	7	0	0	0	0	23
	Casual	0	4	0	0	0	0	4
Sales	Full-time permanent	1,338	702	0	0	0	0	2,040
	Full-time contract	113	46	0	0	0	0	159
	Part-time permanent	1,101	179	0	0	0	0	1,280
	Part-time contract	13	2	0	0	0	0	15
	Casual	8	2	0	0	0	0	10
Machinery operators and drivers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Labourers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		6,268	3,840	35	35	0	0	10,178

Additional Information regarding Workplace Profile

N/A

Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.

1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1 Recruitment

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.2 Retention

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.3 Performance management processes

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.4 Promotions

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.5 Talent identification/identification of high potentials

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.6 Succession planning

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.7 Training and development

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.8 Key performance indicators for managers relating to gender equality

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.9 Gender equality overall

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority

1.10 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	265	262	602	565
Permanent/ongoing part-time employees	24	5	88	7
Fixed-term contract full-time employees	4	3	17	20
Fixed-term contract part-time employees	0	0	2	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	536	488
Number of appointments made to NON-MANAGER roles (including promotions)	2726	1714

1.12 How many employees resigned during the reporting period against each category below?

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	81	109	528	460
Permanent/ongoing part-time employees	9	2	411	102
Fixed-term contract full-time employees	5	5	115	48
Fixed-term contract part-time employees	1	1	13	4
Casual employees	1	0	5	5

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Suncorp is committed to promoting diversity in our workforce and driving equal employment opportunities. Our approach to gender equality has enabled us to reach and maintain gender balance across our leadership population since December 2017. We have achieved or succeeded our targets for female representation with the following results: senior leadership (44% female) and Non-Executive Directors (50% female). In addition to the above, a gender lens is strongly applied to Suncorp's recruitment, development, talent and succession planning practices.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as “the board of directors, trustees, committee of management, council or other governing authority of the employer”. This question relates to the highest governing body for your Australian entity, even if it is located overseas.

2.1 Please answer the following questions relating to each governing body covered in this report.

Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation’s governing body is the same as your parent entity’s, you will need to add your organisation’s name BUT the numerical details of your parent entity’s governing body.

2.1a.1 Organisation name?

Suncorp Group Limited

2.1b.1 How many Chairs on this governing body?

	Female	Male
Number	1	0

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	3	5

2.1d.1 Has a target been set to increase the representation of women on this governing body?

Yes

No (you may specify why a target has not been set)

Governing body/board has gender balance (e.g. 40% women/40% men/20% either)

Currently under development, please enter date this is due to be completed

Insufficient resources/expertise

Do not have control over governing body/board appointments (provide details why):

Not a priority

Other (provide details):

Suncorp has a board representation target of 40% female Non-Executive Directors by 2020. We have selected ‘no’ for this answer as we are proud to report that Suncorp has surpassed this target. In 2018, Sylvia Falzon and Ian Hammond were new appointments to the Board. Therefore no target to increase is necessary. Suncorp will continue to maintain a balanced Board representation aligned to our formal board appointment selection policy.

2.1g.1 Are you reporting on any other organisations in this report?

Yes

No

2.1a.2 Organisation name?

Suncorp Staff Pty Ltd

2.1b.2 How many Chairs on this governing body?

	Female	Male
Number	1	0

2.1c.2 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	1	1

2.1d.2 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
 - Not a priority
 - Other (provide details):
 The principal activity of this company is the provision of staff services to Suncorp Group Limited. This entity is not considered significant in terms of meeting frequency. Given there are only three directors comprising this Board, a firm 40/40/20 representation target is not possible. However, the Board has a responsibility to ensure future appointments consider its gender composition and size, moving towards 40% female representation where applicable. This is in line with Suncorp Group's appointment requirements for all of its subsidiary Boards.

2.1g.2 Are you reporting on any other organisations in this report?

- Yes
 No

2.1a.3 Organisation name?

Australian Associated Motor Insurers Pty Ltd

2.1b.3 How many Chairs on this governing body?

	Female	Male
Number	1	0

2.1c.3 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	1

2.1d.3 Has a target been set to increase the representation of women on this governing body?

- Yes
 No (you may specify why a target has not been set)
- Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
 - Not a priority
 - Other (provide details):
 The principal activity of this company is the provision of staff services to Suncorp Group Limited. This entity is not considered significant in terms of meeting frequency. Given there are only two directors

comprising this Board, a firm 40/40/20 representation target is not possible. However, the Board has a responsibility to ensure future appointments consider its gender composition and size, moving towards 40% female representation where applicable. This is in line with Suncorp Group's appointment requirements for all of its subsidiary Boards.

2.1g.3 Are you reporting on any other organisations in this report?

- Yes
- No

2.1a.4 Organisation name?

Suncorp Insurance Services Limited

2.1b.4 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.4 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	0	2

2.1d.4 Has a target been set to increase the representation of women on this governing body?

- Yes
- No (you may specify why a target has not been set)
 - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body/board appointments (provide details why):
 - Not a priority
 - Other (provide details):
The principal activity of this company is the provision of staff services to Suncorp Group Limited (SGL). This entity is not considered significant in terms of meeting frequency. Given there are only three directors comprising this Board, a firm 40/40/20 representation target is not possible. However, the Board has a responsibility to ensure future appointments consider its gender composition and size, moving towards 40% female representation where applicable. This is in line with Suncorp Group's appointment requirements for all of its subsidiary Boards.

2.1g.4 Are you reporting on any other organisations in this report?

- Yes
- No

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

- Yes (select all applicable answers)
 - Policy
 - Strategy
- No (you may specify why no formal selection policy or formal selection strategy is in place)
 - In place for some governing bodies
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Do not have control over governing body appointments (provide details why)

- Not a priority
 Other (provide details):

2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an “incorporated” entity - Pty Ltd, Ltd or Inc; or an “unincorporated” entity)?

- Yes
 No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

The Board of Directors is responsible for instituting measurable gender diversity targets and monitoring the progress in achieving them. As part of our ongoing commitment to gender equality, we can report that currently half the Suncorp Group Ltd Non-Executive Directors are female, with the Chair being female.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women’s economic security and progressing gender equality.

3. Do you have a formal policy and/or formal strategy on remuneration generally?

- Yes (select all applicable answers)
 Policy
 Strategy
 No (you may specify why no formal policy or formal strategy is in place)
 Currently under development, please enter date this is due to be completed
 Insufficient resources/expertise
 Salaries set by awards/industrial or workplace agreements
 Non-award employees paid market rate
 Not a priority
 Other (provide details):

3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy?

- Yes (provide details in question 3.2 below)
 No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
 Currently under development, please enter date this is due to be completed
 Salaries set by awards/industrial or workplace agreements
 Insufficient resources/expertise
 Non-award employees paid market rate
 Not a priority
 Other (provide details):

3.2 Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?

- 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 pay reviews)
 To be transparent about pay scales and/or salary bands
 To ensure managers are held accountable for pay equity outcomes
 To implement and/or maintain a transparent and rigorous performance assessment process
 Other (provide details):
While ensuring no gender bias occurs at any point in the remuneration review process is not stated as an explicit objective in our remuneration policy, we undertake a number of practices to ensure that salaries upon commencement and salary uplifts during annual review, out of cycle reviews and performance reviews, are done without gender bias.

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

- Yes - the most recent gender remuneration gap analysis was undertaken:
- Within last 12 months
 - Within last 1-2 years
 - More than 2 years ago but less than 4 years ago
 - Other (provide details):
- No (you may specify why you have not analysed your payroll for gender remuneration gaps)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
 - Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
 - Non-award employees paid market rate
 - Not a priority
 - Other (provide details):

4.01 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).

Comprehensive analysis is undertaken on a gender pay equity basis, and on an organisation wide gender pay gap basis:

- Our gender pay equity variance provides the pay variance between females and males in like-for-like roles in reference to base pay and total remuneration. During the year, we changed methodology to broaden our focus from gender pay equity to role pay equity. Role pay equity looks at the pay variance of females and males to the internal role median; and
- Our gender pay gap analysis provides the difference between the average pay of males and females at different organizational levels and based on different demographics. This includes at the organisation level and function level. Analysis is also segmented by seniority, tenure and age.

Analysis on gender pay equity variances and the gender pay gap is provided to our Diversity Council at least twice per year (pre and post annual review). Analysis on gender pay equity variances is provided to senior executives in advance of the annual remuneration review to support remuneration decisions being made on a fair and equitable basis.

4.1 Did you take any actions as a result of your gender remuneration gap analysis?

- Yes – indicate what actions were taken (select all applicable answers)
- Created a pay equity strategy or action plan
 - Identified cause/s of the gaps
 - Reviewed remuneration decision-making processes
 - Analysed commencement salaries by gender to ensure there are no pay gaps
 - Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
 - Analysed performance pay to ensure there is no gender bias (including unconscious bias)
 - Trained people-managers in addressing gender bias (including unconscious bias)
 - Set targets to reduce any like-for-like gaps
 - Set targets to reduce any organisation-wide gaps
 - Reported pay equity metrics (including gender pay gaps) to the governing body
 - Reported pay equity metrics (including gender pay gaps) to the executive
 - Reported pay equity metrics (including gender pay gaps) to all employees
 - Reported pay equity metrics (including gender pay gaps) externally
 - Corrected like-for-like gaps
 - Conducted a gender-based job evaluation process
 - Implemented other changes (provide details):
Developed a gender pay dashboard that is available to members of the Human Resources community that calculates the gender pay gap and like-for-like role equity variances by various segments of the

organisation. This assists in determining any drivers of the pay gap or pay inequality and enables appropriate action to be taken to address any identified issues.

- No (you may specify why no actions were taken resulting from your remuneration gap analysis)
- No unexplainable or unjustifiable gaps identified
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Salaries set by awards/industrial or workplace agreements
 - Non-award employees are paid market rate
 - Unable to address cause/s of gaps (provide details why):
 - Not a priority
 - Other (provide details):

4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

One of our remuneration principles is to ensure gender pay equality and we undertake a number of initiatives to ensure this plays out in practice. We have noted these initiatives in our submission, however these include bi-annual reporting to our Diversity Council (which is chaired by our CEO & Managing Director) to provide insight and to recommend appropriate actions, providing visibility of gender pay analysis to employees in our Human Resources community to share with business leaders for visibility and action, and providing senior executives with the gender pay equity variance analysis in advance of the annual review to support remuneration decisions being made on a fair and equitable basis. Our analysis in this reporting period has not identified any pay variances specifically due to gender.

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5. A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?

- Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):
- By paying the gap between the employee's salary and the government's paid parental leave scheme
 - By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
 - As a lump sum payment (paid pre- or post- parental leave, or a combination)
 - No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY):
 - By paying the gap between the employee's salary and the government's paid parental leave scheme
 - By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
 - As a lump sum payment (paid pre- or post- parental leave, or a combination)
 - No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY):
 - By paying the gap between the employee's salary and the government's paid parental leave scheme
 - By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
 - As a lump sum payment (paid pre- or post- parental leave, or a combination)
 - No, not available (you may specify why this leave is not provided)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Government scheme is sufficient
 - Not a priority
 - Other (provide details):

5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:

13

5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.

Full-time employees are provided 13 weeks at full pay or 26 weeks at half pay; this entitlement is calculated on a pro rata basis for part-time employees (based on average ordinary hours worked in the 6 months immediately prior to commencing the leave).

Eligibility criteria:

- Employee is permanent full-time or part-time employee (engaged on any basis)
- Has completed at least 12 months' continuous service with the Group, immediately before the expected date of birth or day of placement of the child;
- Is the primary carer upon the date of birth or day of placement of the child.

Employees are entitled to extend their paid time off work at the completion of paid parental leave, through any accrued paid leave such as annual leave and long service leave. This extension is contingent upon approval from the employee's leader. Taking parental leave for one child does not influence an employee's eligibility to access to further periods of parental leave for a subsequent pregnancy or placement.

5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?

- In your calculation, you **MUST INCLUDE CASUALS** when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

5.3 Please indicate whether your employer funded paid parental leave for primary carers covers:

- Adoption
- Surrogacy
- Stillbirth

6. A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

- Yes
- No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)
- No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY
- No (you may specify why employer funded paid parental leave for secondary carers is not paid)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Government scheme is sufficient
 - Not a priority

Other (provide details):

6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:

10

6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?

• In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

- <10%
- 10-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- 100%

6.3 Please indicate whether your employer funded paid parental leave for secondary carers covers:

- Adoption
- Surrogacy
- Stillbirth

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	110	3	1	51

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	531	5	2	107

8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?

- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	2	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?**
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	45	1

9. Do you have a formal policy and/or formal strategy on flexible working arrangements?

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Don't offer flexible arrangements
 - Not a priority
 - Other (provide details):

9.1 You may indicate which of the following are included in your flexible working arrangements strategy:

- A business case for flexibility has been established and endorsed at the leadership level
- Leaders are visible role models of flexible working
- Flexible working is promoted throughout the organisation
- Targets have been set for engagement in flexible work
- Targets have been set for men's engagement in flexible work
- Leaders are held accountable for improving workplace flexibility
- Manager training on flexible working is provided throughout the organisation
- Employee training is provided throughout the organisation
- Team-based training is provided throughout the organisation
- Employees are surveyed on whether they have sufficient flexibility
- The organisation's approach to flexibility is integrated into client conversations
- The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)
- Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
- Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

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

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Included in award/industrial or workplace agreement
 - Not a priority
 - Other (provide details):

11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?

- Yes
- No (you may specify why non-leave based measures are not in place)

- Currently under development, please enter date this is due to be completed
- Insufficient resources/expertise
- Not a priority
- Other (provide details):

11.1 Please select what support mechanisms are in place and if they are available at all worksites.

- **Where only one worksite exists, for example a head-office, select "Available at all worksites".**

- Employer subsidised childcare
 - Available at some worksites only
 - Available at all worksites
- On-site childcare
 - Available at some worksites only
 - Available at all worksites
- Breastfeeding facilities
 - Available at some worksites only
 - Available at all worksites
- Childcare referral services
 - Available at some worksites only
 - Available at all worksites
- Internal support networks for parents
 - Available at some worksites only
 - Available at all worksites
- Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
 - Available at some worksites only
 - Available at all worksites
- Information packs to support new parents and/or those with elder care responsibilities
 - Available at some worksites only
 - Available at all worksites
- Referral services to support employees with family and/or caring responsibilities
 - Available at some worksites only
 - Available at all worksites
- Targeted communication mechanisms, for example intranet/ forums
 - Available at some worksites only
 - Available at all worksites
- Support in securing school holiday care
 - Available at some worksites only
 - Available at all worksites
- Coaching for employees on returning to work from parental leave
 - Available at some worksites only
 - Available at all worksites
- Parenting workshops targeting mothers
 - Available at some worksites only
 - Available at all worksites
- Parenting workshops targeting fathers
 - Available at some worksites only
 - Available at all worksites
- None of the above, please complete question 11.2 below

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

- Yes (select all applicable answers)
 - Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
 - Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Included in award/industrial or workplace agreements
 - Not aware of the need
 - Not a priority
 - Other (please provide details):

13. Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?

Yes (select all applicable answers)

- Employee assistance program (including access to a psychologist, chaplain or counsellor)
- Training of key personnel
- A domestic violence clause is in an enterprise agreement or workplace agreement
- Workplace safety planning
- Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
- Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
- Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
- Access to unpaid leave
- Confidentiality of matters disclosed
- Referral of employees to appropriate domestic violence support services for expert advice
- Protection from any adverse action or discrimination based on the disclosure of domestic violence
- Flexible working arrangements
- Provision of financial support (e.g. advance bonus payment or advanced pay)
- Offer change of office location
- Emergency accommodation assistance
- Access to medical services (e.g. doctor or nurse)
- Other (provide details):
Suncorp has an Employee Hardship Program (EHP) which offers grants of up to \$5,000 to support employees through difficult events. This includes circumstances which are beyond their control and sudden person or family crises. 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.

No (you may specify why no other support mechanisms are in place)

- Currently under development, please enter date this is due to be completed
- Insufficient resources/expertise
- Not aware of the need
- Not a priority
- Other (provide details):

14. Where any of the following options are available in your workplace, are those option/s available to both women AND men?

- flexible hours of work
- compressed working weeks
- time-in-lieu
- telecommuting
- part-time work
- job sharing
- carer's leave
- purchased leave
- unpaid leave.

Options may be offered both formally and/or informally.

For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

- Yes, the option/s in place are available to both women and men.
- No, some/all options are not available to both women AND men.

14.1 Which options from the list below are available? Please tick the related checkboxes.

- Unticked checkboxes mean this option is NOT available to your employees.

	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Compressed working weeks	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Time-in-lieu	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Telecommuting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Part-time work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job sharing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carer's leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Purchased leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unpaid leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

14.3 You may specify why any of the above options are NOT available to your employees.

- Currently under development, please enter date this is due to be completed
- Insufficient resources/expertise
- Not a priority
- Other (provide details):
Some of these options are not available informally due to the preference that these options, particularly where pay-impacting, should be offered as a formal type of arrangement. This is to enable governance and additional support as part of these options, at benefit for both the employee and their leader.

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

Suncorp has an ongoing commitment to creating a work environment that allows for increased flexibility wherever possible, acknowledging personal preferences and business requirements. It is acknowledged that employees need to access flexibility in different ways: arrangements may include changes to the time (when), location (where) and manner (how) in which employees work.

Employees are also provided flexibility through Suncorp's part-time employment offerings:

- Traditional Part-Time arrangement for an employee working fewer than 37.5 hours per week and a minimum of 3 hours per day
- Flexible Part-Time arrangement where employee and leader agrees to ordinary hours of work averaging over a 1-4 week period
- Partial Part-Time arrangement where employee and leader agrees to the minimum number of weeks worked in a year.

Further, Suncorp employees with three or more years of service are entitled to 4 days of paid flexible leave each year to allow our people to attend to personal commitments during their working hours. Employees are entitled to 2 paid days in their first year of service; and 3 paid days in their second year of service.

In 2018, Suncorp promoted Flexible Working Day through internal media to all employees. This included personal stories of Suncorp employees who have been supported through flexible work arrangements, demonstrating how flexibility can be used by employees, no matter their role and gender.

Suncorp's 2018 Engagement Survey results indicated that 84% of employees access flexible working arrangements appropriate to their role. These employees were found to be more engaged than those who did not indicate they work flexibly. Survey comments also revealed that employees note accessing flexible working practices is a strength of Suncorp's.

From July 2018, Suncorp introduced paid domestic and family violence leave as part of its overall employee offering. Full-time employees are entitled to 10 paid leave days a year, and on a pro-rata basis for part-time and casual employees. This leave can be accessed by an employee if personally experiencing domestic or family violence, or if an employee needs to support someone else through such violence.

Suncorp is currently exploring enhancements to our parental leave offering. Following discovery work in 2018, proposed recommendations include clarifying and simplifying parental leave information available to employees and improving HR support available for employee queries. A refresh of the parental leave buddy program is also underway through Suncorp Women Connect, Suncorp's gender equality employee resource group to ensure we are involving our employees in the process and that our offerings meet the needs of return

to work parents. Important to note in relation to accessing parental leave post stillbirths, is that while the general position is that there is no entitlement to paid parental leave, discretionary personal leave and compassionate leave for an unfixed period, may be granted. Suncorp works closely with the employee to ensure a smooth return to work post stillbirth. Support services such as Suncorp's Employee Assistance Program and Employee Hardship Program are available to affected employees to support their recovery.

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15. Have you consulted with employees on issues concerning gender equality in your workplace?

- Yes
 No (you may specify why you have not consulted with employees on gender equality)
 Not needed (provide details why):
 Insufficient resources/expertise
 Not a priority
 Other (provide details):

15.1 How did you consult with employees on issues concerning gender equality in your workplace?

- Survey
 Consultative committee or group
 Focus groups
 Exit interviews
 Performance discussions
 Other (provide details):
Suncorp honoured International Women's Day 2019 (8 March) with an event hosted company-wide, and was well attended by both men and women, exploring and debating the concept of Gender Equality in a range of contexts through various lens. This event gave attendees an opportunity to submit questions around gender equality prior to the event. Employees were also invited to debate and engage in conversation with other Suncorp employees through Yammer.

Suncorp Women Connect (SWC) is an Employee Resource Group which was re-launched in 2018. employees can occur. SWC have held events and forums to discuss gender issues and empower the voice of women. Moving forward, they will also be a mechanism through which Suncorp will consult with employees on issues concerning gender equality.

15.2 Who did you consult?

- All staff
 Women only
 Men only
 Human resources managers
 Management
 Employee representative group(s)
 Diversity committee or equivalent
 Women and men who have resigned while on parental leave
 Other (provide details):

15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

Employees were invited to provide commentary and respond to questions on Diversity & Inclusion at Suncorp in the October 2018 Engagement Survey. This consultation returned positive results for gender equality. The

question "My immediate leader genuinely support equality between genders" received the second highest result (92%) for the entire survey. Additionally, 94% of employees agreed that at Suncorp, "gender-based harassment and sexual harassment is not tolerated" and 84% of employees access flexible working arrangements appropriate to their role. Overall, Diversity and inclusion returned the second highest dimension result at 82%; this is 10 percentage points higher than the AUSNZ average (according to our provider, Aon). Survey comments from employees also note that an inclusive culture is a strength of Suncorp's, including access to flexible working practices and equality. A further analysis of engagement results by various demographics, including gender, was conducted, revealing no material negative differences between groups.

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

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

- Yes (select all applicable answers)
- Policy
 - Strategy
- No (you may specify why no formal policy or formal strategy is in place)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Included in award/industrial or workplace agreement
 - Not a priority
 - Other (provide details):

16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

- Yes
- No (you may specify why a grievance process is not included)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority
 - Other (provide details):

17. Do you provide training for all managers on sex-based harassment and discrimination prevention?

- Yes - please indicate how often this training is provided:
- At induction
 - At least annually
 - Every one-to-two years
 - Every three years or more
 - Varies across business units
 - Other (provide details):
- No (you may specify why this training is not provided)
- Currently under development, please enter date this is due to be completed
 - Insufficient resources/expertise
 - Not a priority
 - Other (provide details):

17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Sex-based harassment and discrimination training is provided to all employees, including managers, as part of annual online compliance training.

- In addition to this, all Suncorp employees have access to leadership training ("LEADing Others"). These modules support inclusive leadership at all stages of the employee lifecycle. Participants learn strategies to

attract, develop and retain diverse and inclusive teams and gender is included as an aspect of this (e.g. use of inclusive language to avoid gender bias). Employees can complete modules on Inclusive Leadership, Navigating Change, Recruitment, Reward and more.

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

Suncorp was awarded citation as a WGEA Employer of Choice for Gender Equality in February 2019 for the sixth consecutive year.

Suncorp has exceeded its FY20 target of 45% women in senior leadership, with 46.5% of this population being female as of March 31, 2019. We are proud to have achieved and maintained gender balance across our leadership population since the end of December 2017 (50% female: 50% male). We also have maintained at least 40% female representation for Non-Executive Directors in line with FY20 targets. We know that ensuring visibility of women in senior roles is not just good for attracting new talent into the organisation, but that it is an important factor in retaining existing talent and celebrating success.

Suncorp's gender pay gap has consistently decreased year on year and has historically been lower than the financial services comparison group. However, there is still work to be done. Suncorp currently undertakes a biannual gender pay equity (like for like) analysis to support our commitment to creating a fair, equitable and productive work environment and support our status as an Employer of Choice for Gender Equality. The analysis occurs prior to and following the Annual Performance and Reward Review. Suncorp also calculates its gender pay gap. To assist our leaders in recognising gender influenced variances and recommend actions to address, we have introduced gender pay education sessions for senior managers, and HR advisors. These sessions are delivered prior to data being released and complement our approach of building awareness of the factors that can influence gender pay issues, as well as ensuring a leadership focus when data is analysed and shared.

To care for our people, Suncorp introduced paid Domestic and Family Violence leave (DFV leave) in July 2018. All Australian and New Zealand employees, including those who are supporting another person experiencing domestic and family violence, have access to 10 days paid DFV leave (or pro-rata equivalent for part-time and casual employees). 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. Leaders were provided with education sessions to ensure they were aware of the new leave offering and equipped to support their people should the need arise. All employees have access to online webinars and FAQs in addition to the existing policy and guidelines. Acknowledging the intersection of communities that are affected by this, Suncorp's LGBTIQ+ Employee Resource Group, Amplify, hosted an education forum in August 2018 exploring domestic violence within the LGBTIQ+ community, at which a senior representative from Queensland (QLD) Police presented. 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 (E.g. phone numbers and email addresses). We also recognise that on occasions our people may experience extreme financial hardship resulting from DFV. The Employee Hardship Program (EHP) can provide one off individual grants to help support employees through these difficult events.

In November 2017, Suncorp sponsored the inaugural Diversity Council Australia (DCA) Inclusion@YourWork Index, a survey tool to help Australian organisations understand, map and track inclusion across the workforce landscape. Suncorp is proud to once again partner with DCA to launch the second biennial Index in 2019, enabling DCA members and previous Index participant organisations to measure their progress over time in creating diversity and inclusion at the workforce level. The Index also ensures that we are creating a leading practice benchmark for inclusion in Australian organisations. We are currently developing the survey with a panel of subject matter experts, across industries and demographics, to include data points for diversity (e.g. Aboriginal and/or Torres Strait Islander peoples, age, cultural background, disability status, gender, sexual orientation); employee experience of inclusion; the impact of inclusion on team and employee outcomes; and WGEA's Employer of Choice for Gender Equality 2019-20 Citation employee survey questions.

Suncorp honoured International Women's Day (IWD) 2019 (8 March) with an event hosted company-wide, exploring the concept of Gender Equality through various lens. Suncorp promoted the IWD theme of #BalanceforBetter, aligned to our belief that gender equality is for everyone. The feature of this event were debates held in Sydney (livestreamed to Melbourne), Brisbane (livestreamed to Adelaide) and Auckland. Assigned affirmative and negative teams debated "Can Suncorp succeed without Gender Equality?", if gender

balance and gender equality are the same thing, and how Suncorp can balance for better. Each debating panel comprised of 2-3 female leaders and 1-2 male leaders to ensure topic perspective was captured across genders. Over 300 employees attended these events in-person, and all employees were provided an opportunity to submit questions to the panel around gender equality prior to the event. Employees were also invited to debate and engage in conversation with other Suncorp employees through Yammer. Nearly a third of attendees responded to a post-event survey, and results indicated over 70% thought the debate to be "Great" or "Brilliant". Recordings of the event are available on the Suncorp intranet for all employees to access. To enable employees to recognise others striving for #BalanceforBetter, special edition "Thank-You" e-cards were also launched through Suncorp's online reward & recognition portal. Over 350 of these cards were sent from employees to one another during March (a new IWD initiative for Suncorp in 2019).

In November 2018, Suncorp promoted a focus on men's health, as Suncorp believes a focus on gender equality should be to the benefit of both men and women. Suncorp hosted a range of 'fireside chats' to support men's mental health and resilience. During these sessions, people from across Suncorp and Beyondblue shared personal stories to help both men and women build awareness and understanding around men's wellbeing issues.

Suncorp proudly refreshed and relaunched the 'Suncorp Women Connect' Employee Resource Group (ERG), supporting women and male ambassadors. This group promotes opportunities for connection and growth for men and women, and to drive gender equality throughout Suncorp. The group champions the experience of women through hosting events to share experiences and build awareness, mentoring opportunities providing guidance and exposure, and developing a network of disruptors to break bias and progress thinking. To provide the highest impact and opportunity for group members, and maximise exposure opportunities with our senior leaders, the group provides two forums to create connections between aspiring female leaders and Senior Suncorp leaders; Mentor Walks and Fireside Chats. Mentor walk topics are often driven by the mentee, while previous Fireside Chat topics have included "Worklife Balance and Career Lightbulb Moments" and "Resilience".

Suncorp enhanced existing learning programs which support gender equality. In January on 2019, newly developed leadership training (LEADing Others) was made available to all Suncorp employees regardless of position. Specifically, modules such as "Leading Inclusively" and "Recruiting for Success" reference strategies to promote and protect ensure gender equality in all phases of the employment cycle.

Suncorp aspires to be an industry leader for gender equality and as such we prioritise external knowledge sharing. In this reporting period, some of the knowledge sharing we participated in included:

- Amanda Revis (Chief People Experience Officer) attended the United Nations International Women's Day Breakfast in Brisbane;
- Belinda Speirs (General Counsel, Suncorp Group) was invited to speak at Minter Ellison's International Women's Day Breakfast;
- Pip Marlow (CEO Customer Marketplace) lead the Women Leaders Study Tour through Silicon Valley and San Francisco for female business leaders, supported by the Trans-Tasman Business Circle;
- A feature article with Dominique Layt (Head of Stores & Specialty Banking Delivery) on the Femeconomy website;
- Mim Haysom (EGM Brand & Marketing) joined a panel discussion around "Making the Room for Change" at the Women in FinTech even, hosted by DLA Piper in conjunction with their Leadership Alliance for Women program;
- Kristeen McCarthy (Head of Digital Experience Design) was invited to speak at the International Womens Day Speed Mentoring Event hosted by Women in Digital;

Suncorp is proudly in the third year of its Principal Partnership with Netball Australia, continuing to make a positive impact on and off the courts through #TeamGirls. Through the Team Girls platform, Suncorp continues to work with Netball Australia and ReachOut to promote and foster girls' confidence through sports participation and the positive role models the sport nurtures;

Beyond its support of #TeamGirls, Suncorp also proudly supports the Confident Girls Foundation. The Foundation harnesses the power of netball to focus on eliminating drivers of gender bias, and works to ensure all girls have the opportunity and resources to become confident, resilient and empowered young women. The Foundation also raises money to help fund programs that provide a safe place for vulnerable girls to come together.

Suncorp continues to support and implement programs outlined in previous submissions aimed at improving gender equality, including:

- Women in Leadership programs targeted towards high potential senior team members and leaders to develop Suncorp's pipeline of female talent;
- Refreshing the buddy program for parental leave returners, and simplifying the information and support available for parental leave;
- Gender lens applied to our talent and succession planning practices;

- Strong continued promotion of flexible working and a devoted intranet site;
- Supporting our 'Suncorp Women Connect' employee resource group;
- Ongoing focus on gender pay equity and addressing the gender pay gap through targeted actions, including providing education to leaders on gender bias, how to identify gender equity variances, why they happen, and what they can do to address gaps more holistically through ongoing strategies outside the annual remuneration review cycle.

Gender composition proportions in your workplace

Important notes:

1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 59.7% females and 40.3% males.

Promotions

2. 53.8% of employees awarded promotions were women and 46.2% were men
 - i. 52.0% of all manager promotions were awarded to women
 - ii. 54.5% of all non-manager promotions were awarded to women.
3. 20.0% of your workforce was part-time and 6.8% of promotions were awarded to part-time employees.

Resignations

4. 61.4% of employees who resigned were women and 38.6% were men
 - i. 45.3% of all managers who resigned were women
 - ii. 63.4% of all non-managers who resigned were women.
5. 20.0% of your workforce was part-time and 28.5% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 7.3% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.6% of all men who utilised parental leave ceased employment before returning to work
- iii. 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 97.8% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access

List of employee organisations:

Financial Services Union

CEO sign off confirmation

Name of CEO or equivalent:

Michael Cameron

Confirmation CEO has signed the report:

CEO signature:



Date:

24 May 2019