

Public report

2019-20

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 | 13,412 |

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 | 14 | 26 | 40 |
| | | Full-time contract | 0 | 1 | 1 |
| | | Part-time permanent | 1 | 0 | 1 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| Senior Managers | -1 | Full-time permanent | 0 | 1 | 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 | 5 | 9 | 14 |
| | | 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 | 77 | 113 | 190 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 13 | 1 | 14 |
| | | 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 | 82 | 110 | 192 |
| | | Full-time contract | 0 | 2 | 2 |
| | | Part-time permanent | 5 | 0 | 5 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | -5 | Full-time permanent | 13 | 10 | 23 |
| | | 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 | 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 |
| | -3 | Full-time permanent | 18 | 18 | 36 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 8 | 0 | 8 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | -4 | Full-time permanent | 187 | 244 | 431 |
| | | Full-time contract | 4 | 11 | 15 |
| | | Part-time permanent | 38 | 3 | 41 |
| | | Part-time contract | 1 | 0 | 1 |
| | | Casual | 0 | 0 | 0 |
| -5 | Full-time permanent | 457 | 467 | 924 | |
| | Full-time contract | 3 | 4 | 7 | |
| | Part-time permanent | 60 | 2 | 62 | |
| | Part-time contract | 0 | 0 | 0 | |
| | Casual | 0 | 0 | 0 | |
| -6 | Full-time permanent | 225 | 168 | 393 | |

| Manager occupational categories | Reporting level to CEO | Employment status | No. of employees | | |
|---------------------------------|------------------------|---------------------|------------------|-------|-----------------|
| | | | F | M | Total employees |
| | | Full-time contract | 7 | 1 | 8 |
| | | Part-time permanent | 31 | 2 | 33 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | -7 | Full-time permanent | 0 | 2 | 2 |
| | | Full-time contract | 1 | 0 | 1 |
| | | Part-time permanent | 1 | 0 | 1 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | | | | | |
| Grand total: all managers | | | 1,258 | 1,202 | 2,460 |

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 | 2,131 | 2,211 | 34 | 44 | 0 | 0 | 4,420 |
| | Full-time contract | 125 | 125 | 1 | 1 | 0 | 0 | 252 |
| | Part-time permanent | 517 | 75 | 0 | 0 | 0 | 0 | 592 |
| | Part-time contract | 22 | 6 | 0 | 0 | 0 | 0 | 28 |
| | Casual | 18 | 17 | 0 | 0 | 0 | 0 | 35 |
| Technicians and trade | Full-time permanent | 20 | 246 | 0 | 0 | 0 | 0 | 266 |
| | Full-time contract | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| | Part-time permanent | 2 | 3 | 0 | 0 | 0 | 0 | 5 |
| | 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 | 640 | 280 | 0 | 0 | 0 | 0 | 920 |
| | Full-time contract | 312 | 135 | 0 | 0 | 0 | 0 | 447 |
| | Part-time permanent | 354 | 60 | 0 | 0 | 0 | 0 | 414 |
| | Part-time contract | 19 | 9 | 0 | 0 | 0 | 0 | 28 |
| | Casual | 0 | 5 | 0 | 0 | 0 | 0 | 5 |
| Sales | Full-time permanent | 1,232 | 642 | 0 | 0 | 0 | 0 | 1,874 |
| | Full-time contract | 183 | 66 | 0 | 0 | 0 | 0 | 249 |
| | Part-time permanent | 1,187 | 206 | 0 | 0 | 0 | 0 | 1,393 |
| | Part-time contract | 12 | 2 | 0 | 0 | 0 | 0 | 14 |
| | Casual | 6 | 1 | 0 | 0 | 0 | 0 | 7 |
| Machinery operators and drivers | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | 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 | | 6,780 | 4,092 | 35 | 45 | 0 | 0 | 10,952 |

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 2019 to 31 March 2020. (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 | 283 | 242 | 515 | 417 |
| Permanent/ongoing part-time employees | 28 | 0 | 51 | 5 |
| Fixed-term contract full-time employees | 8 | 3 | 15 | 14 |
| Fixed-term contract part-time employees | 2 | 0 | 2 | 1 |
| Casual employees | 0 | 0 | 0 | 0 |

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

| | Female | Male |
|---|--------|------|
| Number of appointments made to MANAGER roles (including promotions) | 556 | 440 |
| Number of appointments made to NON-MANAGER roles (including promotions) | 3359 | 1950 |

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 | 74 | 71 | 437 | 373 |
| Permanent/ongoing part-time employees | 3 | 3 | 351 | 70 |
| Fixed-term contract full-time employees | 7 | 2 | 167 | 79 |
| Fixed-term contract part-time employees | 0 | 0 | 37 | 7 |
| Casual employees | 0 | 0 | 3 | 4 |

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 continue to strive to achieve our targets for female representation with the following results: senior leadership (44.3% female) and Non-Executive Directors (40% 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 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?

| | 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 | 6 |

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):

2.1e.1 What is the percentage (%) target?

40

2.1f.1 What year is the target to be reached?

2020

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 | 0 |

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 (SGL). This entity is not considered significant in terms of meeting frequency. However, in determining board composition the group takes into account gender and seeks a minimum 40% female representation, wherever applicable.

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 | 0 | 1 |

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

| | Female | Male |
|--------|--------|------|
| Number | 1 | 0 |

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):

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 | 1 | 1 |

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. However, in determining board composition the group takes into account gender, and seeks a minimum 40% female representation, wherever applicable.

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.

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):

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 role pay equity (including gender pay equity) on a 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 at least twice per year (pre and post annual remuneration review). Analysis on role 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 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):

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:

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. We have noted these initiatives in our submission, however these include bi-annual reporting to our Diversity Council (which is chaired by our Group CEO) 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.

This year, our Diversity Counsel has endorsed \$300K in additional funds that can be drawn down to correct genuine role pay equity (including gender pay equity) variances as part of the 2020 remuneration review. This will occur in August 2020, and is on top of the \$1.5m that has been put aside for Gender Pay variances.

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 | 4 | 2 | 52 |

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 | 535 | 4 | 1 | 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 | 27 | 3 |

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 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. At the time of compiling this report, our EHP is under review with the intent to improve and extend the offering for our people.

- 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:

At the time of compiling this report, proposed enhancements to Suncorp's parental leave offering has been submitted to the Board. Potential enhancements include:

- Align the entitlement with industry and community expectations, by removing restrictions on changing between primary carers within the first 13 weeks
- Remove eligibility criteria for paid parental leave (currently 12 months continuous service is required)
- Increase 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.
While this decision is pending, we look forward to reporting on the outcome in future WGEA Compliance Report submissions.

In addition this, we continue to explore other ways in which we can improve support for our employees who are parents or carers. In late 2019, a Workplace School Holiday Program was trailed by members of our Insurance business in Sydney. The Program was delivered in conjunction with KidsCo over a two-week period in the July school holidays. 18 children per day were able to attend, and the costs to employees were subsidised by the business (\$20 per day, payable by the employee). Overall, 30 families participated in the program. There was a 92% attendance rate and 90% survey respondents (Suncorp employee participants) agreed that the initiative has a positive impact on their engagement and wellbeing during the school holiday period. Options to extend the program are currently being explored.

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 (IWD), March 8 2020, with events hosted company-wide and attended by both men and women. The events explored and debated the concept theme of "Each for Equal" with guest speakers sharing how they are helping to create a gender equal world. Presentations were followed by interactive Q&A sessions, where employees were encouraged to submit questions around gender equality. This was then followed by a networking event. These events were well attended by members of Suncorp's senior leadership population. Gary Dransfield (CEO of Insurance) and Belinda Speirs (Group General Counsel) are two key management personnel (KMP) who co-hosted events in their respective locations.

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.

In March 2020, Suncorp invited all employees to complete an Engagement and Culture Survey. This included questions on gender equality, and gender-based harassment. At the time of completing this submission, the complete results of the survey are yet to be published. However, preliminary results indicate that 94% of engagement survey respondents agree that their immediate leader genuinely supports equality between genders (+2 percentage points since the 2018 survey).

Suncorp is proud to report on the involvement of our employees with the Male Champions of Change (MCC) institute. This coalition leverages the power and influence of high-profile men to achieve change on gender equality issues. Gary Dransfield, Suncorp's CEO of Insurance, is an ambassador and founding member of MCC. In Q2 of FY20, Suncorp conduct Employee Feedback sessions with groups of senior women, senior men and HiPo (high-potential) women. The goal of these sessions was to better understand the conditions that enable women to thrive and succeed into leadership positions. Motherhood and the associated challenges that go with juggling family and work life, was the strongest theme to emerge. Additionally, leader capability and flexible working practices were highlighted as key mechanisms enabling women to navigate to career development.

During FY19-20 reporting period, 193 Suncorp employees participated in the Australian Workplace Equality Index (AWEI) AWEI Employee Survey. The survey is intended to assist employers with the inclusion of lesbian, gay, bisexual, transgender and intersex (LGBTI) employees. Experiences with, and views on gender are assessed through survey. Suncorp's results highlighted:

- 88.3% of Suncorp's respondents agreed or strongly agreed "there are visible signs of the organisation's support for employees or diverse sexuality and gender"
- 85.03% of Suncorp respondents agreed or strongly agreed "it is clear working here, that the inclusion of people of diverse sexuality and/or gender is a focus of our diversity work"
- 82.46% of Suncorp respondents indicated "Communication of sexuality and gender diverse inclusion throughout the year" met or exceeded expectations.
- 89.48% of Suncorp respondents agreed or strongly agreed "I would recommend this organisation as an inclusive place to work for people of the same, or similar, sexual orientation and/or gender diversity."

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 for the seventh consecutive year. This achievement would not have been possible without a Group wide commitment to gender equality from the CEO through to the frontline managers and saw significant uplift in specific areas including policy changes, remuneration and other factors influencing the pay gap, parental leave and support for carers more broadly.
- Suncorp is proud of its gender representation throughout the workforce, which is higher than many of our industry competitors. As of 31 March 2020, females represent 44.3% of our Senior Leader population, and 50.9% across our total leadership population.
- Analysis of the workplace profile data presented to WGEA is further evidence of our efforts made for gender equality. Specifically, since 2017 the overall pay gap has reduced from 27.7% to 21.3% (based on the total remuneration of all employees included in Suncorp’s workplace profile submissions). Our pay gap continues to decrease year on year. While we are proud of this, we note work on eliminating the gender pay must continue. At the time of compiling this report, the Board is considering a strategy to eliminate the gender pay gap over the next five years.
- In November of 2019, Suncorp sponsored the Diversity Council of Australia’s (DCA) second Inclusion @ Work (I@W) survey, which covered a range of inclusion measures in the workplace, including gender. In total, 862 Suncorp employees provided survey responses. DCA’s analysis of Suncorp’s results stated that there were “few notable gender differences” and that our responses “met or exceeded Australian workforce and DCA member responses”. Other highlights from the report include:
 - o 91.2% of Suncorp respondents agreed or strongly agreed that their “immediate supervisor/manager genuinely supports equality between genders”
 - o 91.9% agreed or strongly agreed that “in my organisation gender-based and sexual harassment is not tolerated”
- Suncorp honoured International Women’s Day (March 8, 2020) again this year with company-wide celebrations. These IWD events continue to be well attended by male and female employees, sparking dialogue around the multifaceted issue of gender equality. Our employees heard from external speakers who spoke about female leadership in male dominated industries, parenting and the role of dads, the intersection of disability and gender, and fighting for the elimination of the gender pay gap. In addition, Suncorp Women Connect (SWC) Male Champions ran the #HeforShe campaign where men from across the organisation committed to being active allies for gender equality by setting an action plan for their teams.
- Suncorp Women Connect (SWC) is an employee resource group dedicated to issues of gender equality. In the 2019-2020 reporting period SWC have engaged their network of male and female employees through mentor walks, fire-side chats and networking events. SWC have also been partnering with the

Diversity & Inclusion team to raise awareness of the causes of gender equity imbalance and the pay gap. Additionally, they supported the delivery of IWD events across Suncorp and the 'He for She' campaign.

- At the time of compiling this submission, Suncorp is working to extend support offerings to parents by establishing a partnership with the Parents at Work (PAW) organisation. Through this partnership, our employees will gain access to webinars and resources designed to help them balance work and caring commitments. Whilst the majority of our employees who are primary carers are women, all of these offerings are available to all parents, regardless of gender, family make up or carer status.

- Suncorp's partnership with Netball Australia and Team Girls continued throughout the 2019 – 2020 reporting period. Through this partnership, Suncorp promotes and actively fosters girls' confidence through sport participation and positive role models.

- Beyond this, Suncorp has also continued its partnership with the Confident Girls Foundation. The Foundation raises money to help fund programs that provide a safe place for vulnerable girls to come together. Suncorp is proud to be a key partner of this foundation.

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 60.2% females and 39.8% males.

Promotions

2. 57.0% of employees awarded promotions were women and 43.0% were men
 - i. 56.7% of all manager promotions were awarded to women
 - ii. 57.2% of all non-manager promotions were awarded to women.
3. 19.7% of your workforce was part-time and 5.6% of promotions were awarded to part-time employees.

Resignations

4. 63.9% of employees who resigned were women and 36.1% were men
 - i. 52.5% of all managers who resigned were women
 - ii. 65.1% of all non-managers who resigned were women.
5. 19.7% of your workforce was part-time and 27.9% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 4.5% of all women who utilised parental leave ceased employment before returning to work
- ii. 1.8% 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. 90.0% 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

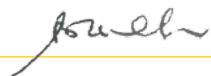
CEO sign off confirmation

Name of CEO or equivalent:

Steve Johnston

Confirmation CEO has signed the report:

CEO signature:



Date:

25/05/2020