

Objective

The Equal Employment Opportunity and Diversity Policy outlines Suncorp's commitment to promoting Diversity and Inclusion in the Workplace, and to fostering equitable opportunities and fair treatment for all of our Non-Executive Directors and Employees ("**our People**"). Suncorp recognises the value that a diverse and inclusive workforce brings to the way we work and how we do business with our customers and the communities in which we operate.

The objective of this Policy is to set the minimum standards to:

- Ensure that our People act with integrity and treat others fairly and with respect, irrespective of their differences;
- Ensure equity and fairness in our People management practices and processes so that decisions and initiatives are free from discrimination, harassment, bullying, victimisation and vilification; and
- Foster a culture that values and promotes workforce diversity, flexibility and inclusion.

Application

This Policy outlines the key principles which apply to Suncorp, our People and aspects of the employment relationship.

This Policy applies to work and work-related activities (including training and officially sanctioned work-related functions) both at and away from Suncorp premises.

It also applies to interactions that our People have with customers and the communities in which we operate, including our dealings with any other person or company on behalf of Suncorp.

Policy Statements

1. Suncorp must foster an Inclusive Workplace where individual differences are valued, respected and appreciated

Clear guidance must be provided so that our People know that they must act with integrity and treat others with respect and fairness. This will ensure that everyone feels valued and involved and able to contribute and perform at their best. Our People are expected to behave in accordance with Suncorp's Code of Conduct and must be held accountable for understanding and role modelling the expected behaviours. This includes recognising and responding to unacceptable behaviour and taking appropriate action.

2. Suncorp must ensure that its People management practices and processes are designed to provide fair and equitable outcomes

Our People management practices and processes are to be free from bias and guided by the principles of equal opportunity to ensure decisions and initiatives affecting our People are fair and equitable. This will help to foster an Inclusive Workplace and a highly engaged, flexible and diverse workforce. Our People management practices and processes include:

- Recruitment and selection;
- Talent and succession planning (including promotion);
- Performance and reward;
- Learning and development;
- Flexible work practices; and
- Employment benefits.

There must also be an effective complaints process that addresses the concerns of inequitable or unfair outcomes experienced by any of our People. This process must ensure that complaints resolution is provided in a fair and timely manner.

3. Suncorp must endeavour to build a Diverse Workforce and Inclusive work environment to benefit our People, customers and the communities in which we operate

Suncorp must promote fairness and equality in its employment practices and within the Workplace to ensure Suncorp remains agile, resilient and flexible. Creating an Inclusive work environment will enable Suncorp to:

- Remove barriers that prevent our People from reaching their full potential as a result of their personal characteristics (e.g. gender, age, race, sexual orientation, religious belief or physical and intellectual ability);
- Leverage the benefits of diversity of thought in our interactions and decision making; and
- Create opportunities to better understand our customers, foster innovation, and better manage risk.

Key Terms

Unless otherwise defined within this Policy, commonly used terms and phrases are defined within the Standard Definitions Document.

Diversity	<p>The variety of difference between people in our organisation. It includes characteristics such as:</p> <ul style="list-style-type: none"> — age; — gender; — family responsibilities; — marital status; — race; — religious belief; — cultural background; — ethnicity; — sexual orientation; — gender identity; — intersex status; — socio-economic background; — physical and intellectual ability; — indigenous background; and — English language skills. <p>It also extends to differences in backgrounds, perspectives, life experiences, communication styles, education, personality and other belief systems.</p>
Inclusion	<p>Describes an environment where people feel valued, respected, connected and involved and where people feel that they are able to authentically and fully participate at work. Inclusive has a corresponding meaning.</p>

Measurable Objectives

Ways in which gender Diversity is measured, such as achieving a specific target percentage for the proportion of women employed by Suncorp in senior executive positions and on the Board.

ASX Corporate Governance Principles and Recommendations (3rd Edition): Recommendation 1.5 requires ASX-Listed entities to:

- a. establish a Diversity policy which includes a requirement that:
 - i. The board set Measurable Objectives for achieving gender Diversity;
 - ii. The board assess annually both the objectives for achieving gender Diversity and the progress in achieving them; and disclose the Policy or a summary of that Policy.

Workplace

A place where work is carried out for Suncorp and includes any place where an Employee or other workers go, or is likely to be, while at work.