

Public report

2017-18

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	13,757

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	5	10
		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	19	25	44
		Full-time contract	0	1	1
		Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	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
Senior 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	3	8	11
		Full-time contract	1	0	1
		Part-time permanent	0	0	0
		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
	-3	Full-time permanent	80	120	200
		Full-time contract	1	0	1
		Part-time permanent	9	1	10
		Part-time contract	1	0	1
		Casual	0	0	0
	-4	Full-time permanent	88	128	216
		Full-time contract	2	3	5
		Part-time permanent	7	0	7
		Part-time contract	0	1	1
		Casual	0	0	0
	-5	Full-time permanent	15	16	31
		Full-time contract	1	0	1
		Part-time permanent	1	0	1
		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	16	11	27
		Full-time contract	0	1	1
		Part-time permanent	2	1	3
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	164	218	382
		Full-time contract	8	5	13
		Part-time permanent	30	3	33
		Part-time contract	1	0	1
		Casual	0	0	0
-5	Full-time permanent	465	496	961	

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees				
			F	M	Total employees		
		Full-time contract	13	4	17		
		Part-time permanent	65	5	70		
		Part-time contract	1	0	1		
		Casual	0	0	0		
	-6	Full-time permanent	262	228	490		
		Full-time contract	3	5	8		
		Part-time permanent	20	1	21		
		Part-time contract	0	0	0		
	-7	Casual	0	0	0		
		Full-time permanent	6	8	14		
		Full-time contract	0	1	1		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Grand total: all managers			1,294	1,301	2,595

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	2,003	2,215	38	58	0	0	4,314
	Full-time contract	152	117	4	11	0	0	284
	Part-time permanent	524	65	0	0	0	0	589
	Part-time contract	22	1	0	0	0	0	23
	Casual	10	18	0	0	0	0	28
Technicians and trade	Full-time permanent	21	251	0	0	0	0	272
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	1	1	0	0	0	0	2
	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	695	298	0	0	0	0	993
	Full-time contract	19	9	0	0	0	0	28
	Part-time permanent	384	80	0	0	0	0	464
	Part-time contract	0	1	0	0	0	0	1
	Casual	2	4	0	0	0	0	6
Sales	Full-time permanent	1,504	831	1	0	0	0	2,336
	Full-time contract	185	64	0	0	0	0	249
	Part-time permanent	1,313	212	0	0	0	0	1,525
	Part-time contract	21	5	0	0	0	0	26
	Casual	20	2	0	0	0	0	22
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		6,876	4,174	43	69	0	0	11,162

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 2017 to 31 March 2018. (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	315	325	467	406
Permanent/ongoing part-time employees	42	1	87	8
Fixed-term contract full-time employees	5	4	15	11
Fixed-term contract part-time employees	1	0	1	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)	694	681
Number of appointments made to NON-MANAGER roles (including promotions)	3165	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	81	108	464	469
Permanent/ongoing part-time employees	9	0	379	113
Fixed-term contract full-time employees	1	9	72	40
Fixed-term contract part-time employees	0	0	18	5
Casual employees	0	0	6	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. We are proud to have reached gender balance across our leadership population as at 31 December 2017 (50% female: 50% male). We have also achieved our targets for female representation in senior leadership (43%) and Non-Executive Directors (42.8%).

In addition to the above, a gender lens is strongly applied to Suncorp's 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	0	1

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

	Female	Male
Number	3	4

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.

Suncorp has met this target and will continue to maintain 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):

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):
 The principal activity of the Company is the provision of staff services to Suncorp Group Limited. No new employees have been onboarded to this entity since February 2011, this entity will therefore be run off through natural attrition.

This entity is not considered significant in terms of meeting frequency.

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 the Company is the provision of staff services to Suncorp Group Limited. No new employees have been onboarded to this entity since February 2011, this entity will therefore be run off through natural attrition.

This entity is not considered significant in terms of meeting frequency.

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, Suncorp aspires to maintain balanced Board representation with at least 40% female non-executive directors.

In addition to the above, the chairs of Suncorp's Board Remuneration and Risk subcommittees are female.

Changes were announced in April 2018 to the Suncorp Group Limited Board. This will see the retirement of the current Chair, Dr Ziggy Switkowski, and the appointment of the incoming Chair, Christine McLoughlin in September 2018. Sylvia Falzon will also join the Board on 1 September 2018. The effective date of this information will fall into the next reporting period for Suncorp's WGEA submission.

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).

A comprehensive gender pay gap analysis is conducted twice per year. This analysis includes :

- assessment of the pay gap between female and male employees performing like for like work (in reference to base pay and total remuneration);
- assessing the average pay gap by gender at the organisational level, functional level and by seniority (in reference to base pay and total remuneration);
- reviewing starting salaries for new employees by gender.

As part of our current gender pay equity review, Suncorp is conducting a deeper analysis of our organisation wide pay gap to determine the key drivers of the gap and any potential actions to close the gap.

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):
- 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:

Correcting like-for-like pay gaps is part of our gender pay review process however in the reviews conducted in this reporting period, no pay variances specifically due to gender were identified.

As part of International Women's Day celebrations in March 2018, Suncorp internally released information on our gender pay equity review process and our current pay gap to the attending audience.

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:

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

Employees are also entitled to take any accrued paid leave such as annual leave and long service leave at the completion of their paid parental leave. This extends their amount of paid time off work, and is 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%

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.

Two weeks at full pay or four weeks at half pay is provided for full-time employees and on a pro rata basis for part-time employees (calculated on the average ordinary hours worked in the 12 months of service immediately prior to commencing parental leave).

Eligibility criteria:

- are a permanent full-time or part-time employee (engaged on any basis);
- have completed at least 12 months' continuous service with the Group, immediately before the expected date of birth or day of placement of the child;
- are the Secondary Carer of the child.

Employees may also choose to take any accrued paid leave such as annual leave and long service leave at the completion of their paid parental leave, extending the amount of paid time off the employee has. This is upon approval from the leader.

In addition to two weeks paid Secondary Carer's leave, employees are also entitled to two weeks of unpaid Secondary Carer's leave.

The Secondary Carers leave (both paid and unpaid) can be taken anytime within the first 12 months of the date of birth or adoption of the child. Employee and leader agree how to take Secondary Carer's leave but it could include single day absences or an agreed number of days of absence per week until the leave has been expended.

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%

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	122	4	2	48

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	601	5	1	116

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	1	4

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	44	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):
 The use of the various forms of paid leave and unpaid leave is subjects to discussion between the employee and the leader, guided by policy and support options available.

Career development opportunities and an employee's role will not be disadvantaged as a result of such arrangements.

- 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 options not being available informally is due to the preference that these options should be offered as a formal type of arrangement.

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. Flexible 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 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.

Our ongoing commitment to enhancing flexibility at Suncorp has been promoted widely through the 'People of Suncorp' video series. These videos are promoted via internal and external media channels to demonstrate how flexibility can be used by employees, no matter their role and gender.

It is important that leaders at Suncorp understand and embed flexible working in their own practices and in their team's way of working. Leader-focussed training sessions were run in 2017 to raise awareness around driving flexibility, provide tips, and address any misconceptions around flexible working. The packs from these sessions are also available on the intranet for any employee to access.

Suncorp participated in and sponsored the 2017 DCA-Suncorp Inclusion@Work Index. The findings indicated that 86% of our employees felt they had the flexibility to manage their work and caring and personal responsibilities.

A series of virtual Leader Support Sessions were run in 2017, in response to feedback from Suncorp leaders around areas they need support in. These sessions were facilitated by an external psychologist to build an understanding of domestic and family violence, and how to respond to and support employees through such circumstances.

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):

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.

Following Suncorp's internal 2016 Engagement Survey results, focus groups were established with men and parental leave returners in April 2017. These focus groups aimed to explore perceptions of our approach to gender equality and understand the impact it may have on employee demographic groups. The findings of these focus groups were implemented throughout 2017.

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.

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 WGEA Employer of Choice for Gender Equality in February 2018 for the fifth consecutive year.

Michael Cameron, our CEO and Managing Director, became a Pay Equity Ambassador for WGEA in September 2017, supporting Suncorp's commitment to pay equality.

Suncorp is on track to achieve its FY20 target of 45% women in senior leadership, with our current position at 43%. We are proud to have achieved gender balance across our leadership population at the end of December 2017 (50% female: 50% male). We have also achieved our gender diversity target of 40% female representation for Non-Executive Directors.

In November 2017, Suncorp sponsored Diversity Council Australia to launch the first inclusion index for Australia. The Inclusion@Work survey was also conducted internally at Suncorp to measure our own inclusivity. We are proud that our results compare favourably against the National Index and show strengths in inclusive leadership, team inclusion, and gender equality.

Suncorp honoured International Women's Day 2018 (8 March) with an event hosted company-wide, and well attended by both men and women, exploring the concept of Gender Equality in a range of contexts through various lens. Following this event, a survey was sent to attendees that contained information around the current gender pay gap figure at Suncorp.

International Men's Day was also recognised for the first time at Suncorp on 19 November 2017, with a focus on men's health.

Suncorp recognises that flexible work offerings are a crucial contributor to being able to create an inclusive culture and we're proud of our leading position in this area. An internal audit of our people practices was also undertaken to identify and subsequently remove any that inhibit the inclusion of any of our people.

An inclusion audit of Suncorp's key policies, procedures, and similar artefacts was conducted during this review period to identify non-inclusive language and practices. No material exceptions were identified with regard to gender, and associated interviews with HR representatives revealed Suncorp's gender equality focus is embedded in many of our employee lifecycle practices, particularly our recruitment and selection processes.

Focus groups with men and parental leave returners groups at Suncorp were conducted in 2017 to explore the impact of our gender equality focus. The findings from these groups were implemented throughout 2017.

White Ribbon day was recognised on 25 November 2017 by Suncorp to show our support in the campaign to address domestic violence.

Suncorp is progressing the refresh of its 'Suncorp Women Connect' employee resource group. This group strives to create forums promoting 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.

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:

- Business Council Australia (BCA) research report 'Women in Leadership: Lessons from Australian companies leading the way'. Insight interviews were held with Michael Cameron (CEO and Managing Director), Ed Cooley (EGM, People & Performance) and Zara Bartholomew (Manager, Customer Development). Ed Cooley spoke on a panel at the report's launch on 9th November 2017.
- Australian Institute for Company Directors (AICD) 'Boards for Balance' pilot;
- LinkedIn 'Moving the needle for women leaders' report;
- A case study featured as part of the DCA-Suncorp Inclusion@Work Index national launch;
- A case study feature on Femeconomy website;
- An online news article featuring our Chief People Experience Officer, Amanda Revis, on Suncorp's external-facing site;
- Pip Marlow and Amanda Revis, two members of the Senior Leadership Team, also spoke at external industry events related to gender equality.

Suncorp continues to support and implement programs aimed at improving gender equality, including:

- Accelerate Women in Leadership programs targeted towards high potential senior team members and leaders to develop Suncorp's pipeline of female talent;
- Buddy program for parental leave returners;
- 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.

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. 55.3% of employees awarded promotions were women and 44.7% were men
 - i. 52.4% of all manager promotions were awarded to women
 - ii. 57.3% of all non-manager promotions were awarded to women.
3. 20.2% of your workforce was part-time and 8.3% of promotions were awarded to part-time employees.

Resignations

4. 57.9% of employees who resigned were women and 42.1% were men
 - i. 43.8% of all managers who resigned were women
 - ii. 59.8% of all non-managers who resigned were women.
5. 20.2% of your workforce was part-time and 29.5% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 6.2% of all women who utilised parental leave ceased employment before returning to work
- ii. 4.0% of all men who utilised parental leave ceased employment before returning to work
- iii. 20.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 93.6% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access

List of employee organisations:

FSU
ASU
Employee Council

CEO sign off confirmation

Name of CEO or equivalent:

Michael Cameron

Confirmation CEO has signed the report:

CEO signature:



Date:

28 May 2018
