



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Compliance Program

Submitted by:

**Australian Associated Motor Insurers Pty
Limited (ABN:92004791744)**

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Suncorp Group Limited (ABN:66145290124)

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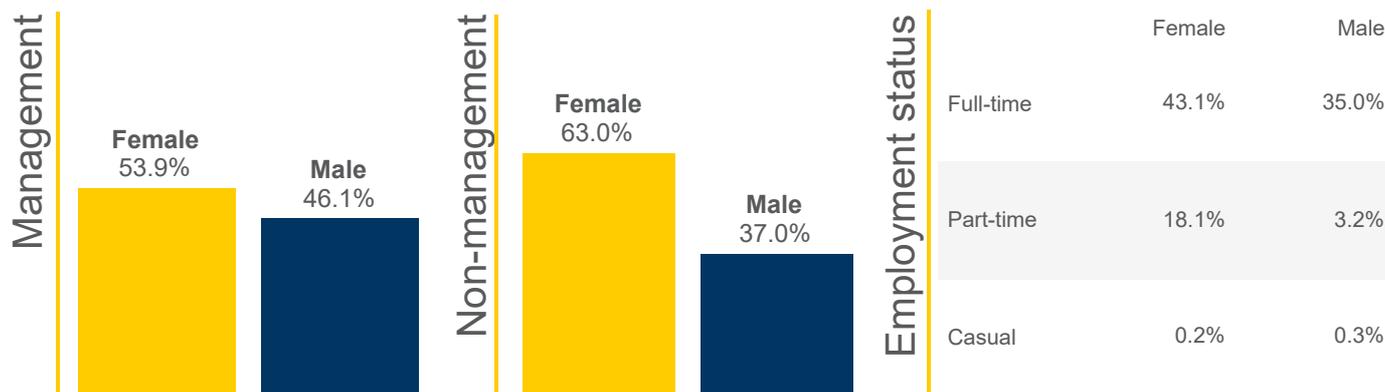
INSIGHTS at a glance

Suncorp Group Limited - 2021-22
13,656 employees

This report summarises your organisation's responses to the 2021 - 2022 Compliance Reporting program. It demonstrates how your organisation is tracking.



Workforce composition



Employee growth and promotion

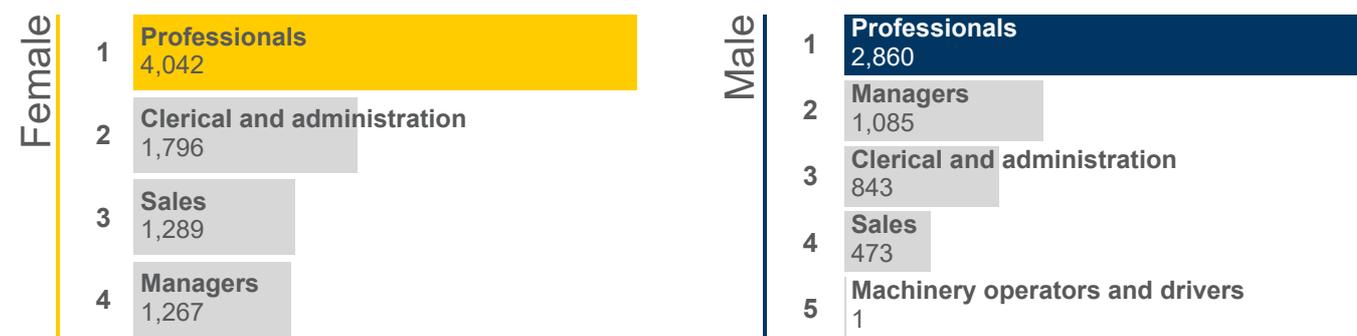


Suncorp Group Limited reported an overall growth in employee numbers for the reporting period.

	Female		Male		Gender X	
	Count	Change	Count	Change	Count	Change
Growth						
Female managers	-28	Down	-26	Down	0	Stable
Female non-managers	739	Up	290	Up	0	Stable
Promotion						
Female managers	321		226		0	
Female non-managers	869		529		0	



Top occupations by gender



Note: employee growth is external appointments minus resignations

Workplace Gender Equality Agency CEO Submission Summary

QUESTIONNAIRE overview

Suncorp Group Limited - 2021-22
13,656 employees

This section summarises your responses to the 'yes/no' questions in the questionnaire.



Workplace overview

Yes
formal policy and/or strategy in place to support gender equality overall

Yes
formal policy or strategy in key performance indicators for managers relating to gender equality

Yes
formal policy or strategy in recruitment

Yes
formal policy or strategy in promotions



Action on gender equity

Yes
specific pay equity objectives included in your formal policy and/or formal strategy

Yes
formal policy and/or strategy on remuneration generally

Yes
analysis of payroll to determine if there are any remuneration gaps between women and men



Employee support

Yes
formal policy and/or strategy to support employees experiencing family or domestic violence

Yes
provision of employer funded paid parental leave, regardless of carer's status and in addition to any government funded parental leave scheme

Yes
formal policy and/or strategy on sex-based harassment and discrimination prevention



Flexible work

Yes
formal policy and/or strategy on flexible working arrangements



Governing body

Yes
governing body for this organisation

Yes
formal selection policy and/or strategy for governing body members

Yes
target set to increase representation of women on the governing body*

* Some companies may not have a target for Board composition if the Board is currently gender balanced

Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	1,120	1,066	0	0	2,186
	Full-time contract	14	10	0	0	24
	Part-time permanent	132	8	0	0	140
	Part-time contract	1	1	0	0	2
Professionals	Full-time permanent	2,789	2,481	42	45	5,357
	Full-time contract	112	94	7	0	213
	Part-time permanent	1,046	199	0	0	1,245
	Part-time contract	14	1	0	0	15
	Casual	32	40	0	0	72
Clerical And Administrative Workers	Full-time permanent	818	596	0	0	1,414
	Full-time contract	274	118	0	0	392
	Part-time permanent	681	125	0	0	806
	Part-time contract	23	2	0	0	25
	Casual	0	2	0	0	2
Sales Workers	Full-time permanent	693	363	0	0	1,056
	Full-time contract	16	6	0	0	22
	Part-time permanent	573	101	0	0	674
	Part-time contract	6	2	0	0	8
	Casual	1	1	0	0	2
Machinery Operators And Drivers	Full-time contract	0	1	0	0	1

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

** Total employees includes Gender X

Workplace Profile Table

Industry: All Industries

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time permanent	0	1	1
KMP	-1	Full-time permanent	4	4	8
GM	-1	Full-time permanent	1	0	1
		Full-time permanent	16	23	39
		Part-time permanent	0	1	1
SM	-1	Full-time permanent	0	1	1
		Full-time permanent	10	12	22
		Full-time contract	0	1	1
	-2	Part-time permanent	1	1	2
		Full-time permanent	95	140	235
	-3	Part-time permanent	10	0	10
		Full-time permanent	59	60	119
		Full-time contract	1	1	2
	-4	Part-time permanent	1	1	2
		Full-time permanent	7	2	9
	OM	-1	Full-time permanent	1	0
Full-time permanent			0	1	1
Full-time contract			1	0	1
-2		Full-time permanent	32	30	62
		Part-time permanent	12	0	12
-3		Full-time permanent	457	440	897
		Full-time contract	6	4	10
		Part-time permanent	61	3	64
		Part-time contract	1	0	1
-4		Full-time permanent	378	298	676
		Full-time contract	5	3	8
		Part-time permanent	37	2	39
		Part-time contract	0	1	1
-5		Full-time permanent	60	54	114
		Full-time contract	1	1	2
	Part-time permanent	10	0	10	

* Total employees includes Gender X

Workplace Profile Table

Industry: Finance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	973	921	0	0	1,894
	Full-time contract	14	10	0	0	24
	Part-time permanent	112	8	0	0	120
	Part-time contract	1	1	0	0	2
Professionals	Full-time permanent	2,517	2,256	42	45	4,860
	Full-time contract	112	94	7	0	213
	Part-time permanent	912	182	0	0	1,094
	Part-time contract	14	1	0	0	15
	Casual	32	40	0	0	72
Clerical And Administrative Workers	Full-time permanent	733	489	0	0	1,222
	Full-time contract	274	118	0	0	392
	Part-time permanent	577	110	0	0	687
	Part-time contract	23	2	0	0	25
	Casual	0	1	0	0	1
Sales Workers	Full-time permanent	678	353	0	0	1,031
	Full-time contract	16	6	0	0	22
	Part-time permanent	556	99	0	0	655
	Part-time contract	6	2	0	0	8
	Casual	1	1	0	0	2
Machinery Operators And Drivers	Full-time contract	0	1	0	0	1

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Finance

Manager category	Level to CEO	Employment status	No. of employees			
			F	M	Total*	
CEO	0	Full-time permanent	0	1	1	
KMP	-1	Full-time permanent	4	4	8	
GM	-1	Full-time permanent	1	0	1	
		Part-time permanent	0	1	1	
	-2	Full-time permanent	15	23	38	
SM	-2	Full-time permanent	10	11	21	
		Full-time contract	0	1	1	
		Part-time permanent	1	1	2	
	-3	Full-time permanent	89	127	216	
		Part-time permanent	9	0	9	
	-4	Full-time permanent	45	42	87	
		Full-time contract	1	1	2	
		Part-time permanent	0	1	1	
	-5	Full-time permanent	5	1	6	
	OM	-1	Full-time permanent	1	0	1
			Part-time permanent	0	1	1
-2		Full-time permanent	0	1	1	
		Full-time contract	1	0	1	
-3		Full-time permanent	31	26	57	
		Part-time permanent	9	0	9	
-4		Full-time permanent	411	385	796	
		Full-time contract	6	4	10	
		Part-time permanent	58	3	61	
		Part-time contract	1	0	1	
-5		Full-time permanent	315	251	566	
		Full-time contract	5	3	8	
		Part-time permanent	29	2	31	
		Part-time contract	0	1	1	
-6		Full-time permanent	46	48	94	
	Full-time contract	1	1	2		
	Part-time permanent	6	0	6		

* Total employees includes Gender X

Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	147	145	0	0	292
	Part-time permanent	20	0	0	0	20
Professionals	Full-time permanent	272	225	0	0	497
	Part-time permanent	134	17	0	0	151
Clerical And Administrative Workers	Full-time permanent	85	107	0	0	192
	Part-time permanent	104	15	0	0	119
	Casual	0	1	0	0	1
Sales Workers	Full-time permanent	15	10	0	0	25
	Part-time permanent	17	2	0	0	19

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

** Total employees includes Gender X

Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
GM	-2	Full-time permanent	1	0	1
SM	-2	Full-time permanent	0	1	1
		Part-time permanent	1	0	1
	-3	Full-time permanent	6	13	19
		Part-time permanent	1	0	1
	-4	Full-time permanent	14	18	32
		Part-time permanent	1	0	1
-5	Full-time permanent	2	1	3	
OM	-3	Full-time permanent	1	4	5
		Part-time permanent	3	0	3
	-4	Full-time permanent	46	55	101
		Part-time permanent	3	0	3
	-5	Full-time permanent	63	47	110
		Part-time permanent	8	0	8
	-6	Full-time permanent	14	6	20
		Part-time permanent	4	0	4

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	287	218	505
			Non-managers	723	481	1,204
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	4	6	10
			Non-managers	44	32	76
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	30	2	32
			Non-managers	102	15	117
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	145	119	264
			Non-managers	729	465	1,194
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	66	42	108
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	13	1	14
			Non-managers	269	78	347
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	21	10	31
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	8	11
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	36	61	97
			Non-managers	857	675	1,532
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	12	8	20
			Non-managers	457	269	726
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	888	255	1,143
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	55	14	69
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	43	65	108

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	65	94	159	
			Non-managers	689	696	1,385	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	3	1	4	
			Non-managers	156	92	248	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	11	1	12
				Non-managers	667	175	842
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	40	12	52	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	9	13	22	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	101	2	103	
			Non-managers	332	9	341	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	31	1	32
				Non-managers	284	1	285
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	2	53	55	
			Non-managers	1	128	129	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	0	3	3
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	1	6
			Non-managers	16	6	22
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	23	1	24
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	256	189	445
			Non-managers	694	461	1,155
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	4	6	10
			Non-managers	42	32	74
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	28	0	28
			Non-managers	92	14	106
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	121	106	227
			Non-managers	682	441	1,123
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	61	42	103
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	9	1	10
			Non-managers	255	75	330
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	21	10	31
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	8	11
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	36	61	97
			Non-managers	851	671	1,522
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	12	8	20
			Non-managers	456	269	725
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	888	255	1,143
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	55	14	69
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	43	65	108

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	64	90	154
			Non-managers	668	670	1,338
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	3	1	4
			Non-managers	156	92	248
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	11	1	12
			Non-managers	643	169	812
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	40	12	52
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	9	13	22
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	90	2	92
			Non-managers	314	9	323
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	27	1	28
			Non-managers	267	0	267
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	48	50
			Non-managers	1	119	120
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	3	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	5	1	6
			Non-managers	15	6	21
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	22	1	23
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	31	29	60
			Non-managers	29	20	49
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	2	4
			Non-managers	10	1	11
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	24	13	37
			Non-managers	47	24	71
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	0	5
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	0	4
			Non-managers	14	3	17
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	4	10
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	4	5
			Non-managers	21	26	47
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	24	6	30
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	11	0	11
			Non-managers	18	0	18
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	4	0	4
			Non-managers	17	1	18
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	5	5
			Non-managers	0	9	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

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

* Total employees includes Gender X

#Workplace overview

Policies and strategies

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

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

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

Yes(<i>Select all that apply</i>)	
...Yes	Policy Strategy

3: Does your organisation have any of the following targets to address gender equality in your workplace?

Reduce the gender pay gap
Increase the number of women in leadership positions

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

Suncorp's Diversity & Inclusion strategy was founded on Gender Equality and it continues to be one of our top priorities. This focus has enabled us to reach and maintain gender balance across our total leadership population since December 2017. We continue to strive towards these targets for women, with the following results:

- Senior Leadership (45.3% women as of March 2022); and
- Non-Executive Directors (30% women as of March 2022).

In addition to the above, a gender lens is strongly applied to Suncorp's practices and policies across all stages of employee life cycle. It is also a key component in the moderation and sign-off process of cyclical performance reviews. In FY21, gender equality metrics were incorporated into the scorecards of Suncorp's Executive Leadership Team (ELT) & Strategic Leaders (equivalent of all Key Management Personnel) with each member of the ELT now having accountability to reduce the gender pay gap (GPG) in the areas of most opportunity aligned to their specific business. For example, in areas of high recruitment such as Call or Claims Centres within the Insurance function, there is a focus on balancing the workforce to ensure women do not dominate the lower pay band roles. In areas of low to no recruitment opportunities, there is a focus on talent pipelining high potential women and creating tailored development for women in lower pay band roles.

On 16 March 2022, Suncorp was once again recognised as an Employer of Choice for Gender Equality (EOCGE) by the Workplace Gender Equality Agency (WGEA). The new citation is for the period 2021-2023, which marks 11 years that we have held this citation. The award recognises Suncorp's ongoing commitment as an industry leader in workplace gender equality and promoting an inclusive culture right across the organisation.

Governing bodies

Australian Associated Motor Insurers Pty Limited

1: Does this organisation have a governing body?	Yes(Provide further details on the governing body(ies) and its composition)
1.1: What is the name of your governing body?	Australian Associated Motor Insurers Pty Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	

...Male	1
...Non-binary	0
...Members	
...Female	1
...Male	1
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(<i>Provide further details on your target</i>)
10.6: What is the percentage (%) target?	40.00%
10.7: What year is the target to be reached (select the last day of the target year)?	30-Jun-2022
	The principal activity of this company is the provision of staff services to Suncorp Group Limited (SGL). In determining board composition, the group seeks gender diversity wherever possible.
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)
	Policy Strategy

Suncorp Insurance Services Limited

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Suncorp Insurance Services Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	1
...Non-binary	0

...Members	
...Female	1
...Male	1
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(<i>Provide further details on your target</i>)
10.6: What is the percentage (%) target?	40.00%
10.7: What year is the target to be reached (select the last day of the target year)?	30-Jun-2022
	The principal activity of this company is the provision of staff services to Suncorp Group Limited (SGL). In determining board composition, the group seeks gender diversity wherever possible.
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(<i>Select all that apply.</i>)
	Policy Strategy

Suncorp Group Limited

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Suncorp Group Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	1
...Male	0
...Non-binary	0
...Members	
...Female	2

...Male	7
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Strategy Policy
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(<i>Provide further details on your target</i>)
10.6: What is the percentage (%) target?	40.00%
10.7: What year is the target to be reached (select the last day of the target year)?	30-Jun-2022
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes (Select all that apply.)
	Policy Strategy

Suncorp Staff Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	Suncorp Staff Pty Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	1
...Male	0
...Non-binary	0
...Members	
...Female	0
...Male	2
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes
	Policy Strategy

1.5: Has a target been set to increase the representation of women on this governing body?	Yes(<i>Provide further details on your target</i>)
10.6: What is the percentage (%) target?	40.00%
10.7: What year is the target to be reached (select the last day of the target year)?	30-Jun-2022
	The principal activity of this company is the provision of staff services to Suncorp Group Limited (SGL). In determining board composition, the group seeks gender diversity wherever possible.
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes (<i>Select all that apply.</i>)
	Policy Strategy

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

#Action on gender equality

Gender pay gaps

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

Yes(Select all that apply)

...Yes

Policy
Strategy

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

Yes(Select all that apply)

...Yes

To achieve gender pay equity
To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews)
To be transparent about pay scales and/or salary bands
To ensure managers are held accountable for pay equity outcomes
To implement and/or maintain a transparent and rigorous performance assessment process

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

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(Select all that apply.)

...Yes

Shared internally with governing body members
Shared internally with employees

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

Yes

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

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

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

- Attract and Recruit to increase representation of women and men at all levels;

- Targeted development of women;
- Remuneration review and annual pay equity correction;
- Leadership Pipeline and targeted Talent reviews; and
- Education and Awareness from senior leaders to hiring managers.

At Suncorp, specific actions to address gender discrepancies have included:

- The introduction of targets at Function levels and in executive leadership scorecards, to ensure there is a greater focus on issues impacting women leaders at an operational level as well as at the Group strategy level;
- Extensive data analysis to identify the areas where Suncorp can most effectively address gender discrepancies holistically, including GPG, retention, promotion and representation of women;
- Gender Equality focus groups with employees to seek qualitative data & insights to further inform our gender equality strategies.
- Delivery of education and awareness briefings with senior (executive) leadership teams to build an understanding of factors that contribute to the gender pay gap as well as Suncorp's strategies to address this;
- Annual pay equity corrections to ensure employees are paid fairly (regardless of gender) and ensure Suncorp's GPG does not widen;
- Monitoring of gender representation in senior leader recruitment processes against the Suncorp guideline requiring at least one man and one woman are included on each shortlist for senior leader vacancies;
- The implementation of targeted development programs for women, namely the Career Development Program (CDP) for consistent high-performing women designed to unlock the potential of women in lower pay bands and strengthen talent pipelines;
- Focus on Suncorp's leadership pipeline with the continued delivery of targeted Career Resilience leadership programs for high-potential women in Firstline leader or Business leader roles; and
- Continuing to educate Suncorp Leaders with Suncorp's new Conscious Inclusion program, empowering leaders to further foster inclusion in their teams.

Employer action on pay equity

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

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

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

Yes(*Select all that apply*)

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

<p>1.2: Did you take any actions as a result of your gender remuneration gap analysis?</p>	<p>Analysed performance pay to ensure there is no gender bias (including unconscious bias) Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Set targets to reduce any organisation-wide gap</p>
<p>.. Yes</p>	<p>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 Trained people-managers in addressing gender bias (including unconscious bias) Corrected like-for-like gaps Implemented other changes (provide details):</p>
<p>...Implemented other changes (provide details):</p>	<p>Introduced a target to reduce the Group-wide Gender Pay Gap which Suncorp are continually tracking and monitoring across the Group.</p>
<p>1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)</p>	<p>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.</p> <p>We undertake several initiatives to ensure this plays out in practice. Comprehensive analysis is undertaken on a role pay equity (including gender pay equity) like for like basis, and on an organisation wide, gender pay gap basis.</p> <p>Analysis on role pay equity variances and the gender pay gap is provided to our Diversity Council (which is chaired by our Group CEO) at least twice a year (pre and post annual remuneration review) to provide insight and to recommend appropriate actions. Role pay and gender pay analysis is also provided to employees in our Human Resources community to share with business leaders for visibility and action to support remuneration decisions being made on a fair and equitable basis.</p>

2: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

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

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes(Provide further details on the employee consultation process.)

1.1: How did you consult employees?

Survey
Consultative committee or group

1.2: Who did you consult?

ALL staff

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

...No

3: On what date did your organisation share your previous year's public reports with employees?

1-Jun-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

1-Jun-2021

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

Yes

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

In March 2021, outside of this reporting period, a new engagement survey (The Loop) was launched. The Loop invites employees to provide anonymous feedback on an ongoing monthly basis. The first of the new surveys was issued on 8 March 2021, and included questions relating to gender equality. The Loop monthly survey enables Suncorp to track employee sentiment toward diversity and inclusion issues, such as gender equality on an ongoing basis.

Work across Suncorp continues to eliminate the gender pay gap with tracking and monitoring against Function specific GPG targets. In addition, we have consulted with functional leadership teams (Finance & Advice, Risk, Insurance Claims and Operations, and Insurance, **Product and Portfolio**) around their gender pay gap data and consulted with these business areas about levers for change and opportunity areas.

In March 2022, we communicated to Suncorp employees that we have been once again recognised as an Employer of Choice for Gender Equality (EOCGE) by the Workplace Gender Equality Agency (WGEA) for the period 2021-2023, marking 11 years that we have held this citation. Suncorp reiterated that workplace gender equality is a critical part of what we do and how we operate at Suncorp and our accreditation shows our commitment to it.

Suncorp continues to leverage the passionate allies in Employee Resource Groups such as Women Connect and the Gender Inclusion Practitioners to further promote and build awareness of the importance of gender balance among our employees.

In March 2022, Suncorp engaged the Diversity Council of Australia to deliver an 'Engaging Men on Gender Equality' program which was well received by approximately 50 male employees.

#Flexible work

Flexible working

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

Yes(*Select all that apply*)

...Yes	Policy Strategy
...A business case for flexibility has been established and endorsed at the leadership level	Yes
...Leaders are visible role models of flexible working	Yes
...Flexible working is promoted throughout the organisation	Yes
...Targets have been set for engagement in flexible work	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Flexible Work is a core aspect of Suncorp's culture, and has been for many years. Suncorp employees can access Informal and Formal Flexible Work Arrangements (the latter alters employment conditions for a temporary period of time). Prior to work-from-home guidance (issued in response to COVID-19), 84% of our workforce indicated they accessed flexible work arrangements in some form. Flexible work is commonplace and considered a normal way of working at Suncorp, therefore a target for engagement in flexible work has not been introduced. We however acknowledge, the workforce and workplace has significantly changed in the wake of COVID 19 restrictions, rates of flexible working will continue to be monitored and consider this in our formal approach to hybrid working. On 12 March 2021, Suncorp launched a new Ways of Working portal for employees. The portal is designed to support our employees to work effectively in an increasingly flexible work environment. Not only is guidance offered for work from the home or office, but resources are also available to encourage teams to collaborate effectively in fluid environments. This includes guides on project and team structures, productivity for the

	home and office, safety requirements and more. Suncorp is committed to supporting flexible working for all employees and providing employees with a choice in how they work will continue to be a priority.
...Targets have been set for men's engagement in flexible work	No(<i>Select all that apply</i>)
...No	Not aware of the need
...Leaders are held accountable for improving workplace flexibility	Yes
...Manager training on flexible working is provided throughout the organisation	Yes
...Employee training is provided throughout the organisation	Yes
...Team-based training is provided throughout the organisation	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Suncorp does not provide formal training to specific team cohorts however flexible working resources are available to all employees and leaders are provided specific resources to have the 'flexwork' conversation with their employees and understand their responsibilities. This includes safety checklists, flexible working guides, a flexible ways of working portal and additional guidance for managers on supporting teams and performance virtually.
...Employees are surveyed on whether they have sufficient flexibility	Yes
...The organisation's approach to flexibility is integrated into client conversations	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Flexibility is not formally integrated into client (or customer) conversations at Suncorp. However, many employees promote flexible working via their email signatures and/or out-of-office responses. Example references include "Suncorp proudly supports flexible working; my non-working days are...". We believe this sends an important message for all stakeholders, including clients, customers and employees.
...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes

...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes
...Other (provide details)	No

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

...Flexible hours of work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	No(<i>You may specify why the above option is not available to your employees.</i>)
...No	Not a priority
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Carer's leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
	SAME options for women and men(<i>Select all that apply</i>)

...Yes	<i>that apply)</i>
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...SAME options for women and men	Formal options are available
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3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

Don't know / Not applicable

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Yes

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Training for managers on how to work with flexible and remote/hybrid teams Training for non-managers on how to work with flexible and remote/hybrid teams Training for all employees on how to work with flexible and remote/hybrid teams Employee performance is measured by performance and not presenteeism All team meetings are held online Other(<i>Provide details</i>)

	<p>Suncorp are fully committed to a hybrid working environment, blending both office and remote working to strike the right balance for our employees while ensuring teams are productive, collaborative and innovative. Suncorp are specifically focused on providing employees with choice, where business needs permit, to have more say about where they work. Suncorp have developed four principles to guide hybrid ways of working (as well as a working from home guideline) to ensure employees remain productive, collaborative and innovative both in and out of the office, namely:</p> <p>1. The work determines the where. If an employee is meeting customers, collaborating, brainstorming or solving a problem, it's best for them to come into the office. For work where employees can complete autonomously, and in a quiet environment, working from home (with clear goals and objectives as discussed with their leader) is ideal. Employees establish with their Leader where it is most productive to achieve work outcomes.</p> <p>2. The office is a hub for connection and collaboration. The office is an anchor for social connections, enabling learning, and fostering innovation and collaboration. Employees are</p>
--	--

...Other

encouraged to embrace face-to-face connection in the office to develop skills and learn from each other. The hybrid model will unlock new growth opportunities to drive greater equality and diversity across our workforce. In-person interactions lead to commitment, support, and cooperation among people in teams.

3. Employee wellbeing is always a Suncorp priority. No matter how or where an employee works, an employee's health and safety remain our top priority. Suncorp is aware there is a strong correlation between flexibility and positive wellbeing, which is why we're keeping the hybrid model. To ensure our employees maintain a safe home working environment, they need to complete a Home Office Checklist ensuring our employees are set up to work safely from home. Suncorp also have an equipment reimbursement scheme in which eligible employees can claim up to \$600 (inc. GST) for essential office equipment.

4. Getting ready for a hybrid way of working. Suncorp encourage employees to replicate their productivity wins when they return to the office for example planning their days to maximise time in both places. Teams might designate two days a week where everyone comes into the office together. These are the days leaders will schedule bigger group meetings, 1:1 coffee chats to maintain and build relationships, and catch-ups on shared projects. Employees are encouraged to utilise Suncorp's end-of-trip office facilities for those who like to walk, run or cycle to work.

All Suncorp employees are encouraged to speak directly with their Leader to agree on a hybrid / work plan that is suitable for the employee and role. To assist Suncorp employees, a 'Ways of Working' intranet portal has been created. This single source of truth links to information from across the intranet about: working effectively, working from home (WFH), and working from a Suncorp workplace. The portal is continually updated and evolved as additional resources are developed.

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

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

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

At Suncorp, employees engage in flexible work through formal and informal arrangements. Flexible Work Agreements (FWA) formalise a temporary change to an employee's working conditions (i.e. hours, days or place of work etc), while informal arrangements enable work-from home on a wide scale. Utilisation of formal FWA's at Suncorp has remained consistent in the current reporting period despite the increasing shift toward flexible working arrangements as an ongoing arrangement for Suncorp's workforce.

#Employee support

Paid parental leave

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

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

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes (Please indicate how employer funded paid parental leave is provided to the primary carers.)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	16
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	91-100%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.1.g.1: How long is the qualifying period?	3 months
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes Within 12 months

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	3
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	90-100%
1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.2.g.1: How long is the qualifying period?	3 months
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

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

On 1 July 2021, Suncorp's paid parental leave offering was enhanced for employees to better attract, support and retain our people by:

Increasing Paid Parental leave entitlements:

- Providing an additional three weeks of paid primary carer leave to eligible employees (increasing to a total of 16 weeks from 13 weeks); and
- Providing an additional one week of paid secondary carer leave to eligible employees (increasing to a total of 3 weeks from 2 weeks).

Reducing the eligibility period to claim paid parental leave:

- Allowing employees to claim paid parental leave on successful completion of probation (previously employees had to complete 12 months of continuous service to be eligible for Paid Parental Leave).

Removing restrictions on changing between primary and secondary carer leave:

- If within the first 16 weeks following the date of birth or placement of a child, personal circumstances change, a secondary carer may assume the role of primary carer.

Introducing “Flexible Unpaid Parental Leave”

- A new leave type allowing employees to take up to 30 days (6 weeks) of their maximum 12-month parental leave period on a flexible basis. Flexible Unpaid Parental Leave is intended to be utilised after returning to work from parental leave (paid or unpaid).

Updating guidance for parents who experience traumatic events:

- In the unfortunate circumstances of stillbirth or infant death, an employee who was eligible to take parental leave can continue to take parental leave for 12 months.
- In circumstances where the planned leave has already commenced, employees cannot be directed to return to work or cancel the leave. Employees may choose to return to work, reduce or cancel their planned leave.
- Employees who had not previously applied for leave and experience a stillbirth or infant death will still be eligible to take parental leave (if they have successfully completed probation). Compassionate leave is also available for parents in these circumstances.

Support for carers

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

Yes(Select all that apply)

...Yes

Policy

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

...Employer subsidised childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Suncorp recognises the importance of supporting employees who have family or caring responsibilities. In the reporting period, employer-subsidised childcare has not been available to employees. A suitable model is yet to be determined and Suncorp continue to explore options.
...On-site childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Suncorp does not currently offer on-site childcare to employees. In the current reporting period (April 2021 – March 2022), support for parents who are working from home continues to be a top priority, especially in light of COVID-19 restrictions. Suncorp will continue to support all employees working from home.
...Breastfeeding facilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Childcare referral services	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Childcare referral services are no longer offered at Suncorp (ceased as an offering in 2017). The provider previously engaged no longer exists and employee utilisation of the program was low. Employees who are parents now connect via discussion boards on Suncorp's Yammer pages, and/or join the Buddy Program for parents, where they informally recommend childcare services specific to locations and their personal experiences.
...Internal support networks for parents	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
	A return to work bonus is only available to New

...Other (provide details)	Zealand (NZ) employees as an offering to complement the NZ government scheme. Suncorp's data for Australian employees reflects an average return to work rate of 96% therefore a return to work bonus is not considered a priority.
...Information packs for new parents and/or those with elder care responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Other (provide details)
...Other (provide details)	Similar to responses above in relation to child-care, Suncorp does not currently have a formal offering to support employees in securing school holiday care. Suncorp continues to explore the best ways to support parents, including those with school-aged children.
...Coaching for employees on returning to work from paid parental leave	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting mothers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Parenting workshops targeting fathers	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Other (provide details)	No

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

At Suncorp, we value our diverse workforce and know that our people are at their best when they feel included, respected and supported. Nearly one in five of our people identify as carers (18.5%), outside of those who provide parental care (which makes up three-quarters of our team at 76%).

Suncorp has various resources, guidelines and FAQs to make it easy for carers to find out what support is available and how it can be accessed. Suncorp is committed to a supportive culture where employees feel comfortable disclosing their caring responsibilities, where they can learn from shared experiences, access external research, and grow a community of peers.

In this reporting period Suncorp obtained Level 2 accreditation as Carer Friendly Workplace through our partnership with Carers + Employers (Australia) and CareWise (New Zealand). The Carers + Employers program defines best-practice standards for supporting staff with caring responsibilities, with the opportunity to be recognised as an Accredited Carer Employer if you meet certain standards. In order to receive this level of accreditation, Suncorp had to demonstrate best practice in the following areas: carer recognition; policies and procedures; capacity building; communication and awareness; and practical workplace support.

Suncorp's specific carer support options at a high level include:

• Flexible work arrangements including flexible hours, part-time work, and job sharing.
 • Employee assistance programs (EAP) providing confidential support for carers.
 • Carer support groups and peer support networks.
 • Training and development opportunities for staff to enhance their skills and knowledge in supporting carers.
 • Access to carer-friendly services and resources, such as respite care and financial counseling.
 • Regular communication and consultation with carers to ensure their needs are met.

Suncorp will continue on its mission to reach the third level Carers + Employers accreditation, 'Excel' by 2024.

Sex-based harassment and discrimination

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

Yes (Select all that apply)

...Yes	Policy Strategy
1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?	Yes

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

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

...All employees	<i>provided (select all that apply):</i>
...Yes	At least annually At induction

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

At Suncorp, we put our people first –this means we’re committed to ensuring our workplaces are free from unlawful discrimination and sexual harassment, and are an environment where people feel safe, respected and supported. Sexual harassment and unlawful discrimination in the workplace are not acceptable, are unlawful, and will not be tolerated.

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

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

- better reflect a culture supportive of good faith, genuine complaints;
- ensure clarity of support available to complainants, and provide more transparency where possible; and
- clarify accountabilities for other stakeholders, including senior leaders and People & Culture.

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

Family or domestic violence

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

Yes(*Select all that apply*)

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

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...Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
...Training of key personnel	Yes
...A domestic violence clause is in an enterprise agreement or workplace agreement	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Suncorp's Enterprise Agreement nominally expired in 2015. The last review of the EA deemed that it still meets requirements from an employee and employer perspective. Therefore, the Enterprise Agreement in its 2015 form still applies. Provisions for Domestic and Family Violence were introduced at Suncorp in 2019 (as previously reported) and are included under Group policies (as opposed to the Group EA).
...Workplace safety planning	Yes
...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Access to paid domestic violence leave (10 days) is available to Suncorp employees who are victims of, or impacted by, domestic and family violence (DFV) offenders. Leave options are outlined in Suncorp's Domestic and Family Violence Guideline which is available via the employee intranet. As the leave was introduced after the EA was last updated, it is not current contained within Suncorp's Enterprise Agreement.
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Access to unpaid domestic violence leave is available to Suncorp employees (at Leader discretion) who are victims of, or impacted by, domestic and family violence (DFV) offenders. Leave options are outlined in Suncorp's Domestic and Family Violence Guideline which is available via the employee intranet. As the leave was introduced after the EA was last updated, it is not current contained within Suncorp's Enterprise Agreement.

...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided?	10
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	Yes
...Confidentiality of matters disclosed	Yes
...Referral of employees to appropriate domestic violence support services for expert advice	Yes
...Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
...Flexible working arrangements	Yes
...Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Suncorp recognises that on occasions employees may experience extreme financial hardship resulting from DFV. The Employee Hardship Program (EHP) can provide one-off individual grants to help support through these difficult events, including financial support for emergency accommodation. Suncorp's frameworks also provide a number of avenues that support referral to appropriate agencies who then provide specialised support in this area. These referral pathways are supported in our DFV Guideline, the EHP, and by our EAP partner.
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Suncorp does not provide access to doctors or nurses as a specific DFV service. However, employees can receive access and referrals to medical services via the Employee Assistance Program. Additionally, funds received through the EHP can be used to access medical services as well.

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

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

Suncorp recognises that domestic and family violence (DFV) continues to be a significant issue in society, one which impacts our employees, directly and indirectly, in particular following the impacts of COVID-19.

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

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

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

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

#Diversity and inclusion

Voluntary section

1: Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes (*Select all that is covered.*)

...Yes

Aboriginal and/or Torres Strait Islander identity
Cultural and/or language and/or race/ethnicity background
Disability and/or accessibility
Sexual orientation
Gender identity
Age

2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes

...If this data can be shared and is not confidential, please complete the below table:

3: Do you currently collect data on any of the following dimensions of employees' identities?

Cultural and/or language and/or race/ethnicity background
Disability
Sexual orientation
Gender identity