



Date Created: 26-05-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

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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	1,188	1,128	0	0	2,316
	Full-time contract	9	16	0	0	25
	Part-time permanent	128	11	0	0	139
	Part-time contract	0	1	0	0	1
Professionals	Full-time permanent	2,826	2,366	44	54	5,290
	Full-time contract	137	110	9	6	262
	Part-time permanent	933	170	0	0	1,103
	Part-time contract	17	4	0	0	21
	Casual	20	22	0	0	42
Clerical And Administrative Workers	Full-time permanent	784	567	0	0	1,351
	Full-time contract	401	166	0	0	567
	Part-time permanent	526	78	0	0	604
	Part-time contract	26	10	0	0	36
	Casual	0	1	0	0	1
Sales Workers	Full-time permanent	616	354	0	0	970
	Full-time contract	21	7	0	0	28
	Part-time permanent	484	98	0	0	582
	Part-time contract	6	0	0	0	6
	Casual	1	0	0	0	1
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 Non-binary

Workplace Profile Table

Industry: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	4	4	8
GM	Full-time permanent	18	23	41
	Full-time contract	0	1	1
	Part-time permanent	0	1	1
SM	Full-time permanent	192	215	407
	Full-time contract	2	2	4
	Part-time permanent	12	2	14
OM	Full-time permanent	974	885	1,859
	Full-time contract	7	13	20
	Part-time permanent	116	8	124
	Part-time contract	0	1	1

* Total employees includes Non-binary

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	1,038	986	0	0	2,024
	Full-time contract	9	16	0	0	25
	Part-time permanent	112	10	0	0	122
	Part-time contract	0	1	0	0	1
Professionals	Full-time permanent	2,586	2,163	44	54	4,847
	Full-time contract	137	110	9	6	262
	Part-time permanent	801	156	0	0	957
	Part-time contract	17	4	0	0	21
	Casual	20	22	0	0	42
Clerical And Administrative Workers	Full-time permanent	703	476	0	0	1,179
	Full-time contract	401	166	0	0	567
	Part-time permanent	442	64	0	0	506
	Part-time contract	26	10	0	0	36
	Casual	0	1	0	0	1
Sales Workers	Full-time permanent	604	344	0	0	948
	Full-time contract	21	7	0	0	28
	Part-time permanent	474	97	0	0	571
	Part-time contract	6	0	0	0	6
	Casual	1	0	0	0	1
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 Non-binary

Workplace Profile Table

Industry: Finance

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	4	4	8
GM	Full-time permanent	17	23	40
	Full-time contract	0	1	1
	Part-time permanent	0	1	1
SM	Full-time permanent	167	186	353
	Full-time contract	2	2	4
	Part-time permanent	9	2	11
OM	Full-time permanent	850	772	1,622
	Full-time contract	7	13	20
	Part-time permanent	103	7	110
	Part-time contract	0	1	1

* Total employees includes Non-binary

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	150	142	0	0	292
	Part-time permanent	16	1	0	0	17
Professionals	Full-time permanent	240	203	0	0	443
	Part-time permanent	132	14	0	0	146
Clerical And Administrative Workers	Full-time permanent	81	91	0	0	172
	Part-time permanent	84	14	0	0	98
Sales Workers	Full-time permanent	12	10	0	0	22
	Part-time permanent	10	1	0	0	11

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

** Total employees includes Non-binary

Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Manager category	Employment status	No. of employees		
		F	M	Total*
GM	Full-time permanent	1	0	1
SM	Full-time permanent	25	29	54
	Part-time permanent	3	0	3
OM	Full-time permanent	124	113	237
	Part-time permanent	13	1	14

* Total employees includes Non-binary

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	225	512
			Non-managers	734	452	1,186
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	7	3	10
			Non-managers	75	58	133
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	24	1	25
			Non-managers	150	12	162
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			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
Managers				174	158	332
Non-managers				845	515	1,360
Fixed-Term Contract			CEO, KMPs, and HOBs	0	0	0
			Managers	3	3	6
			Non-managers	117	63	180
Part-time		Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	21	0	21
			Non-managers	231	51	282
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	40	13	53
N/A		Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	5	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	49	56	105
			Non-managers	484	449	933
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	7	15	22
			Non-managers	836	441	1,277
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	247	103	350
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	38	16	54
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	28	24	52

* Total employees includes Non-binary

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	625	594	1,219
			Non-managers	58	44	102
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	363	200	563
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	500	139	639
			Non-managers	35	7	42
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	22	8	30
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	18	15	33
			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	101	5	106
			Non-managers	340	14	354
		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	29	1	30
			Non-managers	290	2	292
		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	40	40
			Non-managers	1	101	102
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	5	5
		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 Non-binary

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	8	0	8
			Non-managers	31	3	34
		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	27	0	27
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

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	254	209	463
			Non-managers	700	431	1,131
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	7	3	10
			Non-managers	75	58	133
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	21	1	22
			Non-managers	139	12	151
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			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
Managers				158	143	301
Non-managers				788	486	1,274
Fixed-Term Contract			CEO, KMPs, and HOBs	0	0	0
			Managers	3	3	6
			Non-managers	117	63	180
Part-time		Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	19	0	19
			Non-managers	214	49	263
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	40	13	53
N/A		Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	5	7
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	49	56	105
			Non-managers	484	449	933
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	7	15	22
			Non-managers	836	441	1,277
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	247	103	350
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	38	16	54
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	28	24	52

* Total employees includes Non-binary

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	602	559	1,161
			Non-managers	58	44	102
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	363	200	563
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	474	136	610
			Non-managers	35	7	42
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	22	8	30
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	18	14	32
			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	92	5	97
			Non-managers	329	14	343
		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	26	1	27
			Non-managers	268	2	270
		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	36	36
			Non-managers	1	91	92
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	5	5
		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 Non-binary

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	7	0	7
			Non-managers	31	3	34
		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	25	0	25
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

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	33	16	49
			Non-managers	34	21	55
		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	3	0	3
			Non-managers	11	0	11
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			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
Managers				16	15	31
Non-managers				57	29	86
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	2	0	2
			Non-managers	17	2	19
		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	0	0	0
		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 Non-binary

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	23	35	58
			Non-managers	0	0	0
		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	26	3	29
			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	1	1
			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	9	0	9
			Non-managers	11	0	11
		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	3	0	3
			Non-managers	22	0	22
		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	4	4
			Non-managers	0	10	10
		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 Non-binary

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	1	0	1
			Non-managers	0	0	0
		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	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

#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,

Policy; Strategy

Retention: Yes,

Policy; Strategy

Performance management processes: Yes

Policy

Promotions: Yes,

Policy; Strategy

Talent identification/identification of high potentials: Yes,

Policy; Strategy

Succession planning: Yes,

Policy; Strategy

Training and development: Yes,

Policy; Strategy

Key performance indicators for managers relating to gender equality: Yes,

Strategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

Yes,

Policy; Strategy

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

- Reduce the organisation-wide gender pay gap,
- Increase the number of women in management positions,
- Increase the number of women in male-dominated roles,
- To have a gender balanced governing body (at least 40% men and 40% women),
- Other: *Please see commentary listed in Question 4 (below)*

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

In relation to other targets:

- Suncorp has a total workforce target of 40:40:20; meaning 40% women, 40% men and 20% any. Any includes men and women, and specifically acknowledges nonbinary and gender diverse employees as well as those with a trans history or experience.
- We also have a total leadership target to maintain equal representation across this population.
- Our third target is specifically for Senior leadership levels. In FY23 our target is 48% women.

In relation to additional gender equality information:

Suncorp's Diversity & Inclusion strategy was founded on Gender Equality, and it remains embedded as a core focus for the Group. As a result, we have maintained gender balance across our total leadership population since December 2017. We continue to strive towards these targets for women, with the following results (as of 31 March 2023):

- Senior Leadership 47.4% women (+ 2.1 points over 12 months),
- Total Leadership 53.3% women (maintained over 12months).

Additionally, a gender lens is strongly applied to Suncorp's practices and policies across all stages of the employee life cycle. Including:

- A requirement to include at least one man and one woman on the shortlists of Senior Leader recruitment,
- The moderation and sign-off process of cyclical performance and talent reviews,
- The inclusion of gender equality metrics in scorecards of Suncorp's Executive Leadership Team (ELT) & Strategic Leaders (equivalent of all Key Management Personnel),
- Establishment of the Gender Pay Gap (GPG) Taskforce and GPG Education sessions to ensure people leaders understand the impact of people decisions on the GPG (E.g., remuneration, recruitment, promotion, and development),
- Continuation of targeted development programs to drive an ongoing pipeline of women in leadership. For example, the Career Resilience and Advanced Career Resilience programs targeted at high-potential leaders (inc. aspiring leaders). In the reporting period, 96 women participated in the program. Funding for the program has been increased, allowing capacity for 120 women to participate in FY23-FY24.

Governing Bodies

Organisation: Suncorp Group Limited

1. Name of the governing body: Suncorp Group Limited

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	3	7	0

4. Formal section policy and/or strategy: Yes, policy.

5. Does this organisation's governing body have limits on the terms of its Chair and/or Members: No

Enter maximum length of term [in years]: N/A

For the Chair: N/A

For the Members: N/A

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 30/06/2023

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes: Policy.

8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

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
- Other: The Group Diversity & Inclusion policy applies to Suncorp Group Limited's governing body. The policy also covers the following attributes: carer status, relationship status, religious beliefs, intersex status, and socio-economic background.

9. Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?

Organisation: Suncorp Insurance Services Limited

1. Name of the governing body: Suncorp Insurance Services Limited

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 1	Male (M) 2	Non-Binary 0

4. Formal section policy and/or strategy: Yes, policy.

5. Does this organisation's governing body have limits on the terms of its Chair and/or Members: No

Enter maximum length of term [in years]: N/A

For the Chair: N/A

For the Members: N/A

6. Target set to increase the representation of women: No, Other:
Please see commentary provided at the end of this section.

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes, Policy.

8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes, other:

A commitment to Diversity & Inclusion is contained in Suncorp's Subsidiary Companies Board Appointments & Governance Policy. Additionally, subsidiary boards are required to abide by Suncorp Group's policies (inc. the Diversity & Inclusion Policy).

9. Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?

- Yes, Aboriginal and/or Torres Strait Islander identity
This data cannot be shared publicly or internally by the employer
- Yes, Cultural and/or language and/or race/ethnicity background
This data cannot be shared publicly or internally by the employer
- Yes, Disability and/or accessibility
This data cannot be shared publicly or internally by the employer
- Yes, Sexual Orientation
This data cannot be shared publicly or internally by the employer
- Yes, Gender identity
This data cannot be shared publicly or internally by the employer

Organisation: Suncorp Staff Pty Ltd

1. Name of the governing body: Suncorp Staff Pty Ltd

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 1	Male (M) 2	Non-Binary 0

4. Formal section policy and/or strategy: Yes, policy

5. Does this organisation's governing body have limits on the terms of its Chair and/or Members: No

Enter maximum length of term [in years]: N/A

For the Chair: N/A

For the Members: N/A

6. Target set to increase the representation of women: No, Other:
Please see commentary provided at the end of this section.

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes, Policy.

8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes, other:

A commitment to Diversity & Inclusion is contained in Suncorp's Subsidiary Companies Board Appointments & Governance Policy. Additionally, subsidiary boards are required to abide by Suncorp Group's policies (inc. the Diversity & Inclusion Policy).

9. Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?

- Yes, Aboriginal and/or Torres Strait Islander identity
This data cannot be shared publicly or internally by the employer
- Yes, Cultural and/or language and/or race/ethnicity background
This data cannot be shared publicly or internally by the employer
- Yes, Disability and/or accessibility
This data cannot be shared publicly or internally by the employer
- Yes, Sexual Orientation
This data cannot be shared publicly or internally by the employer
- Yes, Gender identity
This data cannot be shared publicly or internally by the employer

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Organisation: Australian Associated Motor Insurers Pty Limited

1. Name of the governing body: Australian Associated Motor Insurers Pty Ltd

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	1	2	1

4. Formal section policy and/or strategy: Yes

Selected value: Policy

5. Does this organisation's governing body have limits on the terms of its Chair and/or Members: No

Enter maximum length of term [in years]: N/A

For the Chair: N/A

For the Members: N/A

6. Target set to increase the representation of women: No, Other:

Please see commentary provided at the end of this section.

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes, Policy.

8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes, other:

A commitment to Diversity & Inclusion is contained in Suncorp's Subsidiary Companies Board Appointments & Governance Policy. Additionally, subsidiary boards are required to abide by Suncorp Group's policies (inc. the Diversity & Inclusion Policy).

9. Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?

- Yes, Aboriginal and/or Torres Strait Islander identity
This data cannot be shared publicly or internally by the employer
- Yes, Cultural and/or language and/or race/ethnicity background
This data cannot be shared publicly or internally by the employer
- Yes, Disability and/or accessibility
This data cannot be shared publicly or internally by the employer
- Yes, Sexual Orientation
This data cannot be shared publicly or internally by the employer
- Yes, Gender identity
This data cannot be shared publicly or internally by the employer

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

The principal activity of the subsidiary boards is to provide staff services to Suncorp Group Limited. In determining composition of each board, the Group seeks gender diversity wherever possible. However, given the nature of these entities, it has been determined that a dedicated target, and formal strategy for gender composition of these subsidiary entities is not appropriate.

The members of Suncorp's subsidiary governing bodies represent members of Suncorp's Key Management Personnel. As Suncorp employees, they are invited to participate in the monthly Loop engagement surveys which include voluntary questions on diversity and identity. While de-identified Loop data is shared internally & externally, this can only occur when a data visibility threshold of 5+ responses per segment is met (this is to preserve the anonymity of employees participating in the Loop).

Given Suncorp's subsidiary boards are often made-up of 3 members, it is not possible to share Loop data for the individual governing bodies. However, data for larger segments can be accessed (e.g., Suncorp's Senior Leader population).

#Action on gender equality

Gender Pay Gaps

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

Yes

Policy; Strategy

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

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?

31/03/2023

3. *Voluntary question:* Does your organisation publish its organisation-wide gender pay gap?

Yes:

- Shared internally with governing body members,
- Shared internally with employees
- Shared with key shareholders
- Other:

In the 2022 Annual Report, Suncorp included the details of its target to reduce the Gender Pay Gap (GPG) by 5 percentage points over five years, and progress against this target (as of 30 June 2022).

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

Suncorp has a target to reduce the Group-wide Gender Pay Gap (GPG) by 5% points, over five years (calculated on base salary). This target was introduced in April 2020 and pleasingly the Group remains on track to achieve this target. As of 31 March 2023, the base-salary GPG has reduced by 2.7 percentage points.

In striving to achieve this target, we continue to drive a comprehensive program of work to address the organisation's GPG. This includes:

- The introduction of Function-level and executive scorecard targets.

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- Extensive data analysis to identify the areas where Suncorp can most effectively address gender discrepancies (including recruitment, retention, promotion, and representation of women).
- Establishment of a GPG Taskforce and delivery of education sessions with Senior Leaders, HR teams and People Leaders to embed an understanding of GPG drivers and empower positive decision making across the business.
- Continued focus on delivering targeted development programs for women and building a pipeline of women leaders.

Employer action on pay equality

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

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:

- Created a pay equity strategy or action plan; Identified cause/s of the gaps
- Reviewed remuneration decision-making processes
- 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
- Reported pay equity metrics (including gender pay gaps) to the governing body
- Reported pay equity metrics (including gender pay gaps) to the executive
- Trained people-managers in addressing gender bias (including unconscious bias)
- Corrected like-for-like gaps

1.3 What type of gender remuneration gap analysis has been undertaken?

Our Remuneration Policy states that Suncorp is committed to fair, equitable and responsible remuneration practices and is committed to achieving gender pay equity in all roles on a like-for-like basis. We undertake several initiatives to ensure this plays out in practice. Comprehensive analysis is undertaken on a role pay equity basis, and on an organisation-wide, gender pay gap basis. Analysis on role pay equity variances and the gender pay gap is provided to our Sustainability & Diversity Committee (which is chaired by our Group CEO) at least twice a year (pre and post annual remuneration review) to provide insight and to recommend

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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.

- 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? N/A**

- 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:

- 1.1 How did you consult employees?**

Consultative committee or group; Survey

- 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?**

Yes

Strategy

- 3. On what date did your organisation share your last year's public reports with employees and shareholders?**

Employees:

Yes (Date:06/06/2022)

Shareholder:

Yes (Date:06/06/2022)

- 4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?**

Yes

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

Suncorp continues to leverage its monthly engagement platform (The Loop) to support ongoing employee consultation. This includes targeted questions relating to gender equality, as well as analysis of engagement and demographic data through a gender-lens.

Suncorp tracks employee sentiment towards diversity & inclusion issues, as well as representation of gender on an ongoing basis.

Additionally, as part of the ongoing program of work to reduce the Gender Pay Gap (GPG), we consult with functional leadership teams (inc. Finance & Advice, Risk, Insurance Claims & Operations, and Insurance Product & Portfolio) around their GPG data and key levers for change. In this reporting period, we established a GPG Taskforce with key leaders to help facilitate this discussion and drive activity.

Finally, we continue to leverage the passionate members in Employee Resource Groups (ERG) such as Women Connect and the Gender Inclusion Practitioners to further promote and build awareness of the importance of gender balance among our



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employees. Suncorp's ERGs remain a critical pathway to engage with employees and seek feedback in a safe and inclusive way for all diversity & inclusion related topics.

#Flexible Work

Flexible Working

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

Yes:

Policy; Strategy

– Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

No, Other:

Flexibility is not formally integrated into client (or customer) conversations. However, many employees promote flexible working via their email signatures and/or out-of-office responses.

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g., reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No, Other:

Please see commentary provided in question 7 of this section.

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

Yes

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

Yes

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

No, not aware of the need.

Team-based training is provided throughout the organisation

No: Other:

Team-based training is not provided specifically. However, flexible working resources are available to all employees. Leaders are provided specific resources to support their teams in the hybrid working environment.

Other: No

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

Carer's leave: Yes

SAME options for women and men

Formal options are available; Informal options are available

Compressed working weeks: No Not a priority

Flexible hours of work: Yes

SAME options for women and men

Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available; Informal options are available

Part-time work: Yes

SAME options for women and men

Formal options are available; Informal options are available

Purchased leave: Yes

SAME options for women and men

Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men

Formal options are available; Informal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

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

No

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

Yes, women only

6. Voluntary question: 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: Please see commentary provided below in question 7.

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

In relation to the setting of targets for engagement in flexible work: Flexible Work has been a core aspect of Suncorp's culture for many years. Suncorp employees can access Informal and Formal Flexible Work Arrangements (the latter alters employment conditions for a temporary period).

Suncorp's work arrangements vary a great deal across our workforce (e.g., contact center, branch, remote and corporate office settings), making the setting of targets for the engagement in flexible work challenging. However, we continue to encourage flexible working across the group. This is reflected in our Ways of Working portal for employees, which supports them 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. Suncorp continues to monitor employee satisfaction regarding flexible working options via the Loop (Suncorp's monthly engagement survey platform). Pleasingly, 8.7/10 is the flexibility score provided in response to the question "my work schedule is flexible enough to allow me to manage work and other commitments". In addition to this, employee utilisation of flexible working options remains high.

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In relation to Q.6 on hybrid teams: We recognise that a one-size-fits-all approach is not appropriate to support our workforce. To ensure a balanced and fair approach we have adopted the following principles to help determine where work can be performed virtually or at a Suncorp workplace:

- Where do our customers and community need us?
- Where does our team and stakeholders need us?
- Where do we do our best work?

Employees and leaders are encouraged to consider this on an ongoing basis to ensure the needs of team members, stakeholders and customers are balanced in a flexible environment including hybrid teams.

Additional Information relating to flexible working and gender equality at Suncorp: 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. In support of this, Suncorp has a '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 annually and uses this as a platform to share the experiences and benefits of flexible working across the Group. 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 increased overall since the last reporting period.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government funded parental leave scheme?

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

1.a.1. Please indicate whether your employer-funded paid parental leave for PRIMARY carers if available to:

All, regardless of gender.

1.a.2. Please indicate whether your employer-funded paid parental leave for primary carers covers:

- Birth
- Adoption
- Surrogacy
- Stillbirth

1.a.3. How do you pay employer-funded paid parental leave to primary carers?

Paying the employee's full salary.

1.a.4. Do you pay superannuation contribution to your primary carers while they are on parental leave?

Yes, on employer funded parental leave.

1.a.5. How many weeks (minimum) of employer-funded paid parental leave for primary carers is available?

20 weeks

1.a.6. What proportion of your total workforce has access to employer-funded paid parental leave for primary carers, including casuals?

91%-100%

1.a.7. 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?

No.

1.a.8. Do you require primary carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy, and/or stillbirth? Yes.

Within 12 months.

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1.b.1. Please indicate whether your employer-funded paid parental leave for SECONDARY carers if available to:

All, regardless of gender.

1.b.2. Please indicate whether your employer-funded paid parental leave for secondary carers covers:

- Birth
- Adoption
- Surrogacy
- Stillbirth

1.b.3. How do you pay employer-funded paid parental leave to secondary carers?

Paying the employee's full salary.

1.b.4. Do you pay superannuation contribution to your secondary carers while they are on parental leave?

Yes, on employer funded parental leave.

1.b.5. How many weeks (minimum) of employer-funded paid parental leave for secondary carers is available?

4 weeks.

1.b.6. What proportion of your total workforce has access to employer-funded paid parental leave for secondary carers, including casuals?

91%-100%

1.b.7. 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?

No.

1.b.8. Do you require primary carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy, and/or stillbirth?

Within 12 months.

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.

In the 2022-2023 reporting period, Suncorp introduced further enhancements to paid parental leave:

- An additional 4 weeks of paid leave for primary carers, taking the total entitlement to 20 weeks of paid leave (or 40 weeks leave at half pay)
- An additional 1 weeks of paid leave for secondary carers, taking the total entitlement to 4 weeks of paid leave (or 8 weeks leave at half pay)
- Removed the requirement for employees to successfully pass probation prior to qualifying for paid parental leave. Meaning employees are now eligible for paid parental leave upon commencement of employment with Suncorp.

Support for carers

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

Yes

Policy

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

2.1. Employer subsidised childcare

No other:

Suncorp recognises the importance of supporting employees who have family or caring responsibilities. However, a suitable model of employer- subsidised childcare is yet to be determined. Suncorp will continue to explore options.

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No, other

Workforce data indicates a high return-to-work rate post parental leave at Suncorp. Based on this, and the recent improvements to Suncorp's paid scheme. There is no business case to also offer a return-to-work bonus.

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No, other:

This service is no longer offered at Suncorp as employee utilisation was low. Employees seeking guidance on childcare can access support via the Parent Buddy Program, employee discussion boards & resources through our partnership with Parents at Work.

2.5. Coaching for employees on returning to work from parental leave

Yes

Available at ALL worksites

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

2.7. Internal support networks for parents

Yes

Available at ALL worksites

2.8. Information packs for new parents and/or those with elder care

responsibilities

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

Yes

Available at ALL worksites

2.10. Parenting workshops targeting mothers

Yes

Available at ALL worksites

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No, Other:

A formal offering through Suncorp for school holiday care is not currently available. However, Suncorp employees in some office locations take advantage of school holiday programs provided by the building's management.

2.13. On-site childcare

No, Other:

On-site childcare is not currently offered to Suncorp employees. However, flexible working (inc. work-from-home) options continue to be available to employees with family and carer responsibilities.

2.14. Other 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. As of March 2023, nearly one in five of our people identify as carers (19.6%), and 59.4% indicate they provide parental care.

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. We are committed to providing 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.

Suncorp is accredited as a Level 2 Carer Friendly Workplace through our partnership with Carers + Employers (Australia) and CareWise (New Zealand). The Carers +

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Employers program defines best-practice standards for supporting staff with caring responsibilities. To receive this level of accreditation, Suncorp demonstrated best practice in the following areas: carer recognition; policies and procedures; communication and awareness; and practical workplace support. Suncorp's specific carer support options at a high level include:

- A Carer's intranet page: one stop-shop for Carers information, guidelines, resources, and support options.
- Leader resources: specific resources for leaders of carers, people with disability and intergenerational teams.
- Educational webinars, info sessions and other learning resources.
- Policy: Suncorp's Diversity & Inclusion Policy, Flexible Leave & Working Flexibly.
- enAble: an Employee Resource Group for employees with disability and accessibility requirements, carers, and their supporters.

Other leave measures

- 1. Voluntary question: Do you provide employees paid leave for any of the following (in addition to personal/sick leave)?**

Gender affirmation

Sexual harassment, harassment on the grounds of sex and discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex and discrimination?

Yes: Policy; Strategy

- 1.1. Voluntary question: Is this a standalone policy or strategy?

Yes

- 1.2. Voluntary question: How frequently is the policy and/or strategy reviewed and approved by the governing body or the CEO or equivalent?

Reviewed by the Governing Body?

Reviewed by the CEO or equivalent?

Every one-to-two-years, other:

Suncorp's Anti-Discrimination and Harassment Standard is reviewed by the Executive General Manager, People Services and Executive General Manager, People & Culture Strategy at least every 2 years, and on an ad hoc basis / more frequently as required.

- 1.3. Do you provide a grievance process in your sexual harassment policy and/or strategy? Yes

- 1.4. Voluntary Question: Does your policy and/or strategy include an of the following?

- A statement on the positive duty of the employer to provide a safe workplace, free of sexual harassment,
- Leadership accountabilities and responsibilities for prevention and response to sexual harassment,
- Expectations of manager and non-manager training on respectful workplace conduct and sexual harassment,
- Process to disclose, investigate and manage any sexual harassment,
- Expectations of safety, respect and inclusive conduct in recruitment materials, contracts, and performance management,
- Guidelines for human resources or other designated responding staff on confidentiality and privacy,
- Inclusive and respectful behaviour is part of regular performance evaluation,
- How risks will be identified and assessed, and how control measures will be monitored, implemented, and reviewed,

– Other:

- *Please see commentary provided at Q. 9 of this section.*

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes: At induction & Annually

Voluntary question: All Non-Managers

Yes: At induction & Annually

Voluntary question: Governing Body

No: Other

The members of Suncorp Group Limited's governing body (Exc. the CEO) are not currently required to complete core compliance training, which includes sexual harassment and discrimination. However, they may complete related training outside of this.

Voluntary question: Other people in the workplace (e.g. contractors, consultants, volunteers, interns)

Yes: At induction

2.1. Voluntary question: Does the training delivered to the above groups include any of the following?

- Respectful workplace conduct
- What sexual harassment, harassment on the grounds of sex and discrimination means
- The impacts of sexual harassment, harassment on the grounds of sex and discrimination
- Roles and responsibilities of everyone in the workplace for prevention and response, including for bystanders
- Internal processes and options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring
- Information on worker rights, external authorities and relevant legislation
- Diverse experiences and needs of different people, including women, LGBTIQ+ workers, CALD workers and workers with a disability

3. Voluntary question: Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when? Members of the governing body

Chief Executive Officer or equivalent

Yes: Other communications made more often than annually

4. Voluntary question: Does your workplace health and safety risk management process include any of the following?

- Identification and assessment of the specific workplace risks and industry-specific drivers of sexual harassment,
- Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable,
- Regular review of the effectiveness of control measures to eliminate or minimise the identified drivers and risks of sexual harassment,
- Consultation with workers and their representatives on the identification and control of risks for sexual harassment,
- Reporting to leadership on workplace sexual harassment risks, prevalence, actions to prevent and respond, incident management effectiveness and outcomes, trend analysis and actions,
- Identification, assessment, and control measures in place to manage the risk of vicarious trauma to responding staff

4.1. Voluntary question: What actions/responses have been put in place as part of your risk management process?

- Make workplace adjustments
- Change or develop new controls
- Implement other changes:
Suncorp is undertaking a review led by the Safety & Wellbeing and Employment Relations teams. This will identify an action plan to uplift controls and consider best practice which may be detailed in the 2024 WGEA reporting period.

5. Voluntary question: From the following list, what do you provide to support workers involved in and affected by sexual harassment?

- Internal support from human resources or other designated staff trained on sexual harassment management,
- Confidential external professional counselling available without referral from the organisation (E.g. EAP),
- Information provided to workers on external support services available,
- Union/worker representative support throughout the disclosure process and response,
- Reporting on workplace sexual harassment risks, prevalence, actions to prevent and respond, incident management effectiveness and outcomes, trend analysis and actions,
- Reasonable adjustments to work conditions while an investigation is underway

6. Voluntary question: From the following list, what options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to

sexual harassment or similar misconduct?

- Process for disclosure to human resources or other designated responding staff,
- Process for disclosure to confidential/ethics hotline or similar,
- Process for disclosure to union/worker representative,
- Process to disclose after their employment has concluded,
- Process to disclose anonymously,
- Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring,
- Other (please specify)

Where appropriate, on a case-by-case basis the option of providing investigation outcomes to the affected worker/s is considered.

7. Voluntary question: Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect? Yes:

- Number of formal disclosures or complaints made in a year,
- Number of informal disclosures or complaints made in a year,
- Gender of the complainant/aggrieved or victim,
- Gender of the accused or perpetrator,
- Outcomes of investigations

7.1. Voluntary question: Has your organisation reported prevalence data publicly during the reporting period?

8. Voluntary Question: Does your organisation report on sexual harassment to the governing body and management (CEO, KMP, HOB) and how frequently?

8.1. Voluntary question: Do your reports on sexual harassment to governing body and management include any of the following?

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9. If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex discrimination, please do so below:

In relation to question 4 (Other policy and strategy inclusions):

All policies and procedures are developed with consideration of employee feedback, industry sentiment and changes / developments in community expectations. These are taken into account as part of monitoring and review activities.

Guidelines regarding confidentiality and privacy are also captured in Suncorp's Whistleblower Policy and Complaints and Investigations Guideline for disclosures or complaints regarding sexual harassment, harassment on the ground of sex or discrimination. Additionally, Suncorp's Conflict of Interest Policy touches on expectations regarding disclosure of personal/intimate relationships.

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, Policy.
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?

A domestic violence clause is in an enterprise agreement or workplace agreement

No, Other:

Provisions for Domestic and Family Violence (DFV) were introduced at Suncorp in 2019 and are included under Group policies, not in the 2015 Enterprise Agreement.

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain, or counsellor)

Yes

Emergency accommodation assistance

No, Other:

This specific service is not provided. However, employees in this situation can access the Employee Hardship Program (EHP) and receive one-off grants for financial support and/or emergency accommodation.

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No, Other:

Similar to commentary above, this specific service is not provided. However,

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employees can receive referrals to medical services via our support avenues such as the Employee Assistance Program. The EHP can also be used to fund access to medical services.

Training of key personnel

Yes

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No,

Number of days: 10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No, Other:

As indicated above, these provisions are not contained within the current Enterprise Agreement. However, access to paid and unpaid DFV leave is available (inc. unpaid DFV leave at leader discretion) for victims and their supporters.

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

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, following the impacts of COVID-19 and current cost of living pressures.

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

- 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,
- Other:

In addition to the above, Suncorp's formal policy and strategy covers family responsibilities, relationship status, religious beliefs, intersex status, socio-economic background, caring status, and English language skills.

2. Voluntary question: Does your organisation collect data on any of the following dimensions of employees' identities?

- Yes, Aboriginal and/or Torres Strait Islander identity
This data provided anonymously and is not identifiable (i.e., the employer cannot determine which employees identify in this way)
- Yes, Cultural and/or language and/or race/ethnicity background
This data provided anonymously and is not identifiable (i.e., the employer cannot determine which employees identify in this way)
- Yes, Disability and/or accessibility
This data provided anonymously and is not identifiable (i.e., the employer cannot determine which employees identify in this way)
- Yes, Sexual orientation
This data provided anonymously and is not identifiable (i.e., the employer cannot determine which employees identify in this way)
- Yes, Gender identity
This data provided anonymously and is not identifiable (i.e., the employer cannot determine which employees identify in this way)

3. Voluntary question: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes

	Female	Male	Non-binary
Aboriginal and/or Torres Strait Islander Managers	0	0	0
Aboriginal and/or Torres Strait Islander Non-managers	45	11	0