



# Public report

2017-18

Submitted by

Legal Name: Suncorp Group Limited





# Organisation and contact details

Submitting organisation details	Legal name	Suncorp Group Limited
	ABN	66145290124
	ANZSIC	K Financial and Insurance Services 6322 General Insurance
	Business/trading name/s	Suncorp
	ASX code (if applicable)	SUN
	Postal address	GPO Box 1453
		BRISBANE QLD 4001
		AUSTRALIA
	Organisation phone number	(07) 3362 1222
Reporting structure	Ultimate parent	Suncorp Group Limited
	Number of employees covered by this report	13,757





# All organisations covered by this report

Legal name	Business/trading name/s
Suncorp Group Limited	Suncorp
Australian Associated Motor Insurers Limited	
Suncorp Insurance Services Limited	
Suncorp Staff Pty Ltd	





# Workplace profile

## Manager

Manager and the state of the st	Deporting level to CEO	Francis mass at atatus		No. of e	employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	3	3
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	5	10
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	19	25	44
		Full-time contract	0	1	1
		Part-time permanent	2	0	2
		Part-time contract	0	0	0
Other syspertimes (Conserved resonance		Casual	0	0	0
Other executives/General managers		Full-time permanent	0	3	3
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Caniar Managara		Casual	0	0	0
Senior Managers		Full-time permanent	3	8	11
		Full-time contract	1	0	1
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0





Managanasanatianalastagania	Department level to CEO	Francis and status		No. of e	employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	80	120	200
		Full-time contract	1	0	1
	-3	Part-time permanent	9	1	10
		Part-time contract	1	0	1
		Casual	0	0	0
		Full-time permanent	88	128	216
		Full-time contract	2	3	5
	-4	Part-time permanent	7	0	7
		Part-time contract	0	1	1
		Casual	0	0	0
		Full-time permanent	15	16	31
		Full-time contract	1	0	1
	-5	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers		Full-time permanent	16	11	27
		Full-time contract	0	1	1
	-3	Part-time permanent	2	1	3
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	164	218	382
		Full-time contract	8	5	13
	-4	Part-time permanent	30	3	33
		Part-time contract	1	0	1
		Casual	0	0	0
	-5	Full-time permanent	465	496	961





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

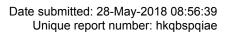




# Workplace profile

## Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	2,003	2,215	38	58	0	0	4,314
Professionals	Full-time contract	152	117	4	11	0	0	284
	Part-time permanent	524	65	0	0	0	0	589
	Part-time contract	22	1	0	0	0	0	23
	Casual	10	18	0	0	0	0	28
	Full-time permanent	21	251	0	0	0	0	272
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	1	1	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
, ,	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	695	298	0	0	0	0	993
	Full-time contract	19	9	0	0	0	0	28
Clerical and administrative	Part-time permanent	384	80	0	0	0	0	464
	Part-time contract	0	1	0	0	0	0	1
	Casual	2	4	0	0	0	0	6
	Full-time permanent	1,504	831	1	0	0	0	2,336
	Full-time contract	185	64	0	0	0	0	249
Sales	Part-time permanent	1,313	212	0	0	0	0	1,525
	Part-time contract	21	5	0	0	0	0	26
	Casual	20	2	0	0	0	0	22
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
* '	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	rotal employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		6,876	4,174	43	69	0	0	11,162





## Reporting questionnaire

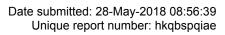
## Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

#### NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2017 to 31 March 2018. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.2	Retention
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.3	Performance management processes
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>─ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>







1.4	Promotions
	<ul> <li>Yes (select all applicable answers)</li> <li>☑ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.9	Gender equality overall
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	315	325	467	406
Permanent/ongoing part-time employees	42	1	87	8
Fixed-term contract full-time employees	5	4	15	11
Fixed-term contract part-time employees	1	0	1	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	694	681
Number of appointments made to NON-MANAGER roles (including promotions)	3165	1950

1.12 How many employees resigned during the reporting period against each category below?

	Mana	Managers		nagers
	Female		Female	Male
Permanent/ongoing full-time employees	81	108	464	469
Permanent/ongoing part-time employees	9	0	379	113
Fixed-term contract full-time employees	1	9	72	40
Fixed-term contract part-time employees	0	0	18	5
Casual employees	0	0	6	5

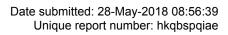
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Suncorp is committed to promoting diversity in our workforce and driving equal employment opportunities. We are proud to have reached gender balance across our leadership population as at 31 December 2017 (50% female: 50% male). We have also achieved our targets for female representation in senior leadership (43%) and Non-Executive Directors (42.8%).

In addition to the above, a gender lens is strongly applied to Suncorp's talent and succession planning practices.

## Gender equality indicator 2: Gender composition of governing bodies

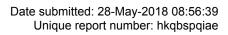
Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.







quoon	organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "ti I of directors, trustees, committee of management, council or other governing authority of the employer". I Ition relates to the highest governing body for your Australian entity, even if it is located overseas.				
2.1	Please answer the following questions relating to each governing body covered in this report.				
	Note: If this report covers more than o organisation before proceeding to que		will be repeated for each		
	If your organisation's governing body organisation's name BUT the numerical	is the same as your parent entity's, yo al details of your parent entity's gover	ou will need to add your ning body.		
2.1a.1	Organisation name?				
	Suncorp Group Limited				
2.1b.1	How many Chairs on this governing bo	ody?			
		Female	Male		
	Number	0	1		
	Number	3	4		
		<u> </u>	4		
2.1d.1	Has a target been set to increase the re  ☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ger ☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☐ Not a priority	epresentation of women on this gover not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple	ning body? n/20% either) leted		
2.1d.1	Has a target been set to increase the re  ☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ger ☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☐ Not a priority ☐ Other (provide details): ☐ Suncorp has a board represer	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple rning body/board appointments (provide	rning body?  n/20% either) leted  details why): live Directors by 2020.		
2.1d.1	Has a target been set to increase the re  ☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ger ☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☐ Not a priority ☐ Other (provide details): ☐ Suncorp has a board represer	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple rning body/board appointments (provide	rning body?  n/20% either) leted  details why): live Directors by 2020.		
	Has a target been set to increase the re  ☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ger ☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☐ Not a priority ☐ Other (provide details): ☐ Suncorp has a board represer	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple rning body/board appointments (provide ntation target of 40% female Non-Executing and will continue to maintain balanced Boatection policy.	rning body?  n/20% either) leted  details why): live Directors by 2020.		
	Has a target been set to increase the re  Yes  No (you may specify why a target has Governing body/board has ger Currently under development, Insufficient resources/expertise Do not have control over gover Not a priority Other (provide details): Suncorp has a board represer  Suncorp has met this target are formal board appointment selections.	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple rning body/board appointments (provide ntation target of 40% female Non-Executing and will continue to maintain balanced Boatection policy.	rning body?  n/20% either) leted  details why): live Directors by 2020.		
2.1g.1	Has a target been set to increase the re  ☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ger ☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☐ Not a priority ☐ Other (provide details): ☐ Suncorp has a board represer ☐ Suncorp has met this target are formal board appointment selections.  Are you reporting on any other organise.	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple rning body/board appointments (provide ntation target of 40% female Non-Executing and will continue to maintain balanced Boatection policy.	rning body?  n/20% either) leted  details why): live Directors by 2020.		
2.1g.1	Has a target been set to increase the re  ☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ger ☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☐ Not a priority ☐ Other (provide details): ☐ Suncorp has a board represer ☐ Suncorp has met this target are formal board appointment selection.  Are you reporting on any other organise. ☐ Yes ☐ No	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple rning body/board appointments (provide ntation target of 40% female Non-Executing and will continue to maintain balanced Boatection policy.	rning body?  n/20% either) leted  details why): live Directors by 2020.		
2.1g.1 2.1a.2	Has a target been set to increase the response to the response	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple rning body/board appointments (provide ntation target of 40% female Non-Executi nd will continue to maintain balanced Boa ection policy. sations in this report?	rning body?  n/20% either) leted  details why): live Directors by 2020.		
2.1g.1 2.1a.2	Has a target been set to increase the response to the response	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple rning body/board appointments (provide ntation target of 40% female Non-Executi nd will continue to maintain balanced Boa ection policy. sations in this report?	rning body?  n/20% either) leted  details why): live Directors by 2020.		



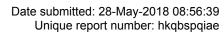




2.1c.2	How many	y other members	are on this	governing b	ody (	excluding	the	Chair/s)	)?

	Female	Male
Number	1	1

☐ Governing bo☐ Currently und☐ Insufficient re	why a target has not been set) ody/board has gender balance (e.g. 40% women/40 ler development, please enter date this is due to be sources/expertise control over governing body/board appointments (p	e completed			
.2 Are you reporting on a  ☑ Yes ☐ No	ny other organisations in this report?				
.3 Organisation name?					
Australian Associated M	lotor Insurers Pty Ltd				
How many Chairs on this governing body?					
.3 How many Chairs on t	his governing body?				
Number	Female 0	Male 1			
Number	Female	1			
Number	Female 0 bers are on this governing body (excluding the	1 Chair/s)?			
Number  Number  Number  A Has a target been set to the set of the	Female    Description of the control over governing body (excluding the second of the control over governing body) (excluding the second of the control over governing body) (excluding the control over governing the control ove	Chair/s)?  Male 0  s governing body?  % men/20% either) e completed provide details why):  rvices to Suncorp Group Limited. No recognitions and the second s			







2.1a.4	Organisation name?					
	Suncorp Insurance Service	s Limited				
2.1b.4	How many Chairs on this governing body?					
			Female	Male	)	
	Number	0		1		
2.1c.4	How many other member	s are on this governin	g body (excluding tl	ne Chair/s)?		
			Female	Male	;	
	Number	0		2		
2.1g.4	☐ Currently under☐ Insufficient reso☐ Do not have cor☐ Not a priority☐ Other (provide of the principal accemployees have through natural ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐	board has gender balan development, please en urces/expertise atrol over governing body letails): etivity of the Company is been onboarded to this attrition.	tee (e.g. 40% women ter date this is due to  //board appointments the provision of staff sentity since Februar  in terms of meeting fr	be completed (provide details why): services to Suncorp Group y 2011, this entity will ther		
2.2	☐ Currently under ☐ Insufficient reso	this report?  le answers)  ny no formal selection pole governing bodies development, please en urces/expertise atrol over governing body	olicy or formal selection ter date this is due to	on strategy is in place) be completed	nembers for AL	
2.3	Does your organisation of "incorporated" entity - Pr				on is an	





## 2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

The Board of Directors is responsible for instituting measurable gender diversity targets and monitoring the progress in achieving them. As part of our ongoing commitment to gender equality, Suncorp aspires to maintain balanced Board representation with at least 40% female non-executive directors.

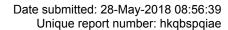
In addition to the above, the chairs of Suncorp's Board Remuneration and Risk subcommittees are female.

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

## Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

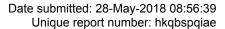
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
		s (select all applicable answers)  Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		<ul> <li>Yes (provide details in question 3.2 below)</li> <li>No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Salaries set by awards/industrial or workplace agreements</li> <li>□ Insufficient resources/expertise</li> <li>□ Non-award employees paid market rate</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		<ul> <li>☑ To achieve gender pay equity</li> <li>☐ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews)</li> <li>☑ To be transparent about pay scales and/or salary bands</li> <li>☐ To ensure managers are held accountable for pay equity outcomes</li> <li>☐ To implement and/or maintain a transparent and rigorous performance assessment process</li> <li>☐ Other (provide details):</li> </ul>
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
	⊠ Yes	s - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months  Within last 1-2 years







	☐ More than 2 years ago but less than 4 years ago ☐ Other (provide details):
∐ No	(you may specify why you have not analysed your payroll for gender remuneration gaps)  Currently under development, please enter date this is due to be completed
room f	☐ Insufficient resources/expertise ☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
•	cations)  Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance
	sments)  Non-award employees paid market rate
	☐ Not a priority ☐ Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	A comprehensive gender pay gap analysis is conducted twice per year. This analysis includes: <ul> <li>assessment of the pay gap between female and male employees performing like for like work (in reference to base pay and total remuneration);</li> </ul>
	<ul> <li>assessing the average pay gap by gender at the organisational level, functional level and by seniority (in reference to base pay and total remuneration);</li> <li>reviewing starting salaries for new employees by gender.</li> </ul>
	As part of our current gender pay equity review, Suncorp is conducting a deeper analysis of our organisation wide pay gap to determine the key drivers of the gap and any potential actions to close the gap.
	man pay gap to activities are ney annexes of the gap and any personal activities are gap.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	<ul> <li>✓ Yes – indicate what actions were taken (select all applicable answers)</li> <li>✓ Created a pay equity strategy or action plan</li> </ul>
	<ul> <li>☑ Identified cause/s of the gaps</li> <li>☐ Reviewed remuneration decision-making processes</li> </ul>
	<ul> <li>✓ Analysed commencement salaries by gender to ensure there are no pay gaps</li> <li>✓ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</li> </ul>
	<ul> <li>☒ Analysed performance pay to ensure there is no gender bias (including unconscious bias)</li> <li>☒ Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>☒ Set targets to reduce any like-for-like gaps</li> </ul>
	<ul> <li>☐ Set targets to reduce any ince-tor-like gaps</li> <li>☐ Set targets to reduce any organisation-wide gaps</li> <li>☐ Reported pay equity metrics (including gender pay gaps) to the governing body</li> </ul>
	<ul> <li>□ Reported pay equity metrics (including gender pay gaps) to the governing body</li> <li>□ Reported pay equity metrics (including gender pay gaps) to the executive</li> <li>□ Reported pay equity metrics (including gender pay gaps) to all employees</li> </ul>
	Reported pay equity metrics (including gender pay gaps) externally Corrected like-for-like gaps
	☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details):
	☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis) ☐ No unexplainable or unjustifiable gaps identified
	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	<ul><li>☐ Salaries set by awards/industrial or workplace agreements</li><li>☐ Non-award employees are paid market rate</li></ul>
	<ul><li>☐ Unable to address cause/s of gaps (provide details why):</li><li>☐ Not a priority</li><li>☐ Other (provide details):</li></ul>
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3,
	please do so below:  Correcting like-for-like pay gaps is part of our gender pay review process however in the reviews conducted in
	this reporting period, no pay variances specifically due to gender were identified.





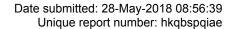


As part of International Women's Day celebrations in March 2018, Suncorp internally released information on our gender pay equity review process and our current pay gap to the attending audience.

# Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

men, i  ☑ Yes time or  ☐ No.	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women, in addition to any government funded parental leave scheme for primary carers?  es. (Please indicate how employer funded paid parental leave is provided to the primary carer):  By paying the gap between the employee's salary and the government's paid parental leave scheme  By paying the employee's full salary (in addition to the government's paid scheme), regardless of the pe over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks  As a lump sum payment (paid pre- or post- parental leave, or a combination)  o, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Plea	
time o	<ul> <li>☐ By paying the gap between the employee's salary and the government's paid parental leave scheme</li> <li>☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the pe over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks</li> <li>☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)</li> </ul>	riod of
☐ No, paid pa	ate how employer funded paid parental leave is provided to women ONLY):  By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the pe over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) o, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employ parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the pe over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) o, not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):	riod of er funded
5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to object the management of the provided to object the provided the provided to object the provided to object the provided the provided to object the provided the provided to object the provided the provided the provided the provided to object the provided the provide	
carers arrang Full-tin a pro r immed Eligibil - Are	provided to eligible employees:  13  ur organisation would like to provide additional information on your paid parental leave for primary rs e.g. eligibility period, where applicable the maximum number of weeks provided, and other ngements you may have in place, please do so below.  cime employees are provided 13 weeks at full pay or 26 weeks at half pay; this entitlement is calculated on a rata basis for part-time employees (based on average ordinary hours worked in the 6 months ediately prior to commencing the leave).  collity criteria:  a a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);  a permanent full-time or part-time employee (engaged on any basis);	







Employees are also entitled to take any accrued paid leave such as annual leave and long service leave at the completion of their paid parental leave. This extends their amount of paid time off work, and is upon approval from the employee's leader.

Taking parental leave for one child does not influence an employee's eligibility to access to further periods of parental leave for a subsequent pregnancy or placement.

	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?
		In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99% ☐ 100%
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the cy carer.
		u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
	☐ No,	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Government scheme is sufficient  Not a priority  Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		10
6a.		organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	part-tin	eeks at full pay or four weeks at half pay is provided for full-time employees and on a pro rata basis for ne employees (calculated on the average ordinary hours worked in the 12 months of service iately prior to commencing parental leave).
	- are a - have of birth	ity criteria: permanent full-time or part-time employee (engaged on any basis); completed at least 12 months' continuous service with the Group, immediately before the expected date or day of placement of the child; ne Secondary Carer of the child.
	the cor	yees may also choose to take any accrued paid leave such as annual leave and long service leave at impletion of their paid parental leave, extending the amount of paid time off the employee has. This is improval from the leader.





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

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

6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY
	CAPEDS?

•	In your calculation,	you MUST INCLUDE CASUALS when working	out the proportion.
---	----------------------	---------------------------------------	---------------------

	<10%
	10-20%
$\sqcap$	21-30%
=	31-40%
=	41-50%
=	51-60%
_	61-70%
_	
_	71-80%
	81-90%
_	91-99%
- 1 1	100%

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer'	leave Secondary ca		er's leave	
	Female	Male	Female	Male	
Managers	122	4	2	48	

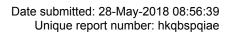
7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer	's leave	Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	601	5	1	116

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	1	4

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

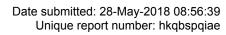






	Female	Male
Non-managers	44	3

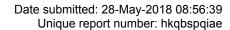
9.	Do yo	u have a formal policy and/or formal strategy on flexible working arrangements?
	⊠ Ye	s (select all applicable answers)  Policy Strategy
	□ No	(you may specify why no formal policy or formal strategy is in place)  ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):
	9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
		<ul> <li>A business case for flexibility has been established and endorsed at the leadership level</li> <li>Leaders are visible role models of flexible working</li> <li>Flexible working is promoted throughout the organisation</li> <li>Targets have been set for engagement in flexible work</li> <li>Targets have been set for men's engagement in flexible work</li> <li>Leaders are held accountable for improving workplace flexibility</li> <li>Manager training on flexible working is provided throughout the organisation</li> <li>Employee training is provided throughout the organisation</li> <li>Employees are surveyed on whether they have sufficient flexibility</li> <li>The organisation's approach to flexibility is integrated into client conversations</li> <li>The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)</li> <li>Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel</li> <li>Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body</li> </ul>
10.	Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		s (select all applicable answers)  Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
11.		u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye: □ No	(you may specify why non-leave based measures are not in place)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority  Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites.  • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		☐ Employer subsidised childcare ☐ Available at some worksites only ☐ Available at all worksites







	☐ On-site childcare
	Available at some worksites only
	Available at all worksites
	□ Breastfeeding facilities     □
	Available at some worksites only
	☐ Available at all worksites☐ Childcare referral services
	☐ Available at some worksites only
	Available at some worksites
	☐ Internal support networks for parents
	Available at some worksites only
	Available at all worksites     Available at all works
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave)
	Available at some worksites only
	Available at all worksites
	☐ Information packs to support new parents and/or those with elder care responsibilities
	☐ Available at some worksites only
	Available at all worksites
	⊠ Referral services to support employees with family and/or caring responsibilities     ☐ Available at some worksites only
	☐ Available at some worksites only  Available at all worksites
	☐ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	Available at all worksites
	☐ Support in securing school holiday care
	☐ Available at some worksites only
	Available at all worksites
	☐ Coaching for employees on returning to work from parental leave
	Available at some worksites only
	Available at all worksites
	☐ Parenting workshops targeting mothers ☐ Available at some worksites only
	Available at some worksites
	☐ Parenting workshops targeting fathers
	Available at some worksites only
	Available at all worksites
	☐ None of the above, please complete question 11.2 below
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	violence :
	M Vos (coloct all applicable anguero)
	☐ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place)
	☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements
	☐ Not aware of the need
	□ Not a priority
	☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support
	employees who are experiencing family or domestic violence?
	Yes (select all applicable answers)
	Employee assistance program (including access to a psychologist, chaplain or counsellor)
	☐ Training of key personnel
	<ul> <li>☐ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>☒ Workplace safety planning</li> </ul>
	Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)  Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
	Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)





14.



	<ul> <li>Access to unpaid leave</li> <li>Confidentiality of matters disclosed</li> <li>Referral of employees to appropriate domest</li> <li>Protection from any adverse action or discrin</li> <li>Flexible working arrangements</li> <li>Provision of financial support (e.g. advance to office concepts)</li> <li>Offer change of office location</li> <li>Emergency accommodation assistance</li> <li>Access to medical services (e.g. doctor or nutice)</li> <li>Other (provide details):</li> <li>The use of the various forms of paid leave a the leader, guided by policy and support option</li> </ul>	nination based bonus payment urse) and unpaid leav	on the disclosure or advanced pa	e of domestic v	
□ No	Career development opportunities and an er arrangements.  (you may specify why no other support mechanis)  Currently under development, please enter do  Insufficient resources/expertise  Not aware of the need  Not a priority  Other (provide details):	sms are in plac	e)	vantaged as a r	result of such
AND	e any of the following options are available in men?  flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. ins may be offered both formally and/or inform xample, if time-in-lieu is available to women for se, the option/s in place are available to both women to se, some/all options are not available to both women.  Which options from the list below are available Unticked checkboxes mean this option	nally.  ormally but to uen and men.  on AND men.  ble? Please tic	men informally,	you would se	
			agers		anagers
	Flexible hours of work	Formal 🖂	Informal	Formal	Informal 🖂
	Compressed working weeks				
	Time-in-lieu				
	Telecommuting				
	Part-time work				
	Job sharing				
	Carer's leave				
	Purchased leave				
	Unpaid leave	$\boxtimes$			

14.3 You may specify why any of the above options are NOT available to your employees.

 $\hfill \square$  Currently under development, please enter date this is due to be completed  $\hfill \square$  Insufficient resources/expertise

☐ Not a priority
☐ Other (provide details):





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

## 14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

Suncorp has an ongoing commitment to creating a work environment that allows for increased flexibility wherever possible, acknowledging personal preferences and business requirements. Flexible arrangements may include changes to the time (when), location (where) and manner (how) in which employees work.

Employees are also provided flexibility through Suncorp's part-time employment offerings:

- Traditional Part-Time arrangement for an employee working fewer than 37.5 hours per week and minimum of 3 hours per day;
- Flexible Part-Time arrangement where employee and leader agrees to ordinary hours of work averaging over a 1-4 week period:
- Partial Part-Time arrangement where employee and leader agrees to the minimum number of weeks worked in a year.

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

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

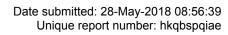
Suncorp participated in and sponsored the 2017 DCA-Suncorp Inclusion@Work Index. The findings indicated that 86% of our employees felt they had the flexibility to manage their work and caring and personal responsibilities.

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

# Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	ls (you may specify why you have not consulted with employees on gender equality)  Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		<ul> <li>Survey</li> <li>Consultative committee or group</li> <li>Focus groups</li> <li>Exit interviews</li> <li>Performance discussions</li> <li>Other (provide details):</li> </ul>







15.2 Who did you consult?

	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		Following Suncorp's internal 2016 Engagement Survey results, focus groups were established with men and parental leave returners in April 2017. These focus groups aimed to explore perceptions of our approach to gender equality and understand the impact it may have on employee demographic groups. The findings of these focus groups were implemented throughout 2017.
Gen	der	equality indicator 6: Sex-based harassment and discrimination
particip	oation. S	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Yes	s (select all applicable answers)  ☐ Policy ☐ Strategy
	□ No	(you may specify why no formal policy or formal strategy is in place)  ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):  (you may specify why this training is not provided)





Currently under development, please enter date this is due to be completed	
☐ Insufficient resources/expertise	
☐ Not a priority	
Other (provide details):	

17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

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

### Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

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

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

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

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

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

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

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

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

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

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

Suncorp is progressing the refresh of its 'Suncorp Women Connect' employee resource group. This group strives to create forums promoting connection and growth for men and women, and to drive gender equality throughout Suncorp. The group champions the experience of women through hosting events to share experiences and build awareness, mentoring opportunities providing guidance and exposure, and developing a network of disruptors to break bias and progress thinking.





Suncorp aspires to be an industry leader for gender equality and as such we prioritise external knowledge sharing. In this reporting period, some of the knowledge sharing we participated in included:

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

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

- Accelerate Women in Leadership programs targeted towards high potential senior team members and leaders to develop Suncorp's pipeline of female talent;
- Buddy program for parental leave returners;
- Gender lens applied to our talent and succession planning practices;
- Strong continued promotion of flexible working and a devoted intranet site;
- Supporting our 'Suncorp Women Connect' employee resource group.





### Gender composition proportions in your workplace

### Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

### Based upon your workplace profile and reporting questionnaire responses:

### Gender composition of workforce

1. the gender composition of your workforce overall is 59.7% females and 40.3% males.

### **Promotions**

- 2. 55.3% of employees awarded promotions were women and 44.7% were men
  - i. 52.4% of all manager promotions were awarded to women
  - ii. 57.3% of all non-manager promotions were awarded to women.
- 3. 20.2% of your workforce was part-time and 8.3% of promotions were awarded to part-time employees.

#### Resignations

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

### Employees who ceased employment before returning to work from parental leave

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

## Notification and access

Notification and access	
List of employee organisations:	
FSU ASU Employee Council	
CEO sign off confirmation	
CEO sign on commination	
Name of CEO or equivalent:	
	Confirmation CEO has signed the report:
Michael Cameron	Confirmation CEO has signed the report:
	Confirmation CEO has signed the report:  Date: