



Australian Government



Workplace  
Gender Equality  
Agency

# Employer Public Report

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## Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

### Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



# Workplace Overview

## Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

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### 1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

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#### 1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality; Other

**Provide details:** Flexible work practices, Employment benefits

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

Yes

Policy; Strategy

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#### 1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age; Other

**Provide details:** Caring status Ethnicity Family responsibilities Intersex status Race Relationship status Religious belief Sexuality Socio-economic background, extends to differences in backgrounds, perspectives, life experiences, communication styles, other belief systems

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### 1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in



management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; Increase the number of men in female-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

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

Suncorp is committed to Gender Equality. As per ASX guidelines, Suncorp adheres to a total workforce target of 40% Men: 40% Women: 20% Any. Achieving gender balance across leadership levels contributes to diversity of thought, experience and perspectives and therefore improved business results and customer outcomes. We review our pay band structures to ensure our remuneration is responsible and in line with the market expectations, these are published on the intranet to be transparent. We are committed to equity in all roles on a like for like basis to make sure there is no gender bias throughout the remuneration review process. We have committed to targets for each of the Functions within the business and have these targets represented in scorecard metrics, which directly impact Leadership incentive schemes. Suncorp fully supported WGEA releasing Gender Pay Gap data in February 2025, by producing a supporting Gender Pay Gap Report, which detailed the commitment and work by the Group.



# Workplace Overview

## Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

### 1.5 Identify your organisation/s' governing body or bodies.

**Organisation:** Suncorp Group Limited

#### A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

#### B. What is the name of your governing body?

Suncorp Group Limited

#### C. What type of governing body does this organisation have?

Board of Directors

#### D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	3	7

#### E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

#### E.1 Do the formal policies and/or formal strategies include any of following?

Succession planning for the governing body; Gender diversity and inclusion

#### F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



No

**G. Has a target been set on the representation of women on this governing body?**

No

**H. 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; Gender identity; Age; Other

**Provide Details:** Caring Status Ethnicity Family responsibilities Intersex status Race Relationship status Religious belief Sexuality Socio-economic background. Extending to different backgrounds, perspectives, life experiences communication styles, and other belief systems

**Organisation:** Australian Associated Motor Insurers Pty Limited

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**B. What is the name of your governing body?**

Australian Associated Motor Insurers Pty Limited

**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	0

**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**



Yes

**Selected value:** Policy

.....

**E.1 Do the formal policies and/or formal strategies include any of following?**

Succession planning for the governing body; Gender diversity and inclusion

.....

**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

.....

**G. Has a target been set on the representation of women on this governing body?**

No

.....

**H. 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; Gender identity; Age; Other

**Provide Details:** Caring Status Ethnicity Family responsibilities Intersex status Race Relationship status Religious belief Sexuality Socio-economic background. Extending to different backgrounds, perspectives, life experiences communication styles, and other belief systems

**Organisation:** Suncorp Staff Pty Ltd

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**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

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**B. What is the name of your governing body?**

Suncorp Staff Pty Ltd

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**C. What type of governing body does this organisation have?**

Board of Directors



**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	0

**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Succession planning for the governing body; Gender diversity and inclusion

**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

**G. Has a target been set on the representation of women on this governing body?**

No

**H. 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; Gender identity; Age; Other

**Provide Details:** Caring Status Ethnicity Family responsibilities Intersex status Race Relationship status Religious belief Sexuality Socio-economic background. Extending to different backgrounds, perspectives, life experiences communication styles, and other belief systems

**Organisation:** Suncorp Insurance Services Limited

**A. To your knowledge, is this governing body also reported in a different submission**



**group for this year's Gender Equality Reporting?**

No

**B. What is the name of your governing body?**

Suncorp Insurance Services Limited

**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	2	0

**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Succession planning for the governing body; Gender diversity and inclusion

**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

**G. Has a target been set on the representation of women on this governing body?**

No

**H. 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; Gender identity; Age; Other

**Provide Details:** Caring Status Ethnicity Family responsibilities Intersex status Race Relationship status Religious belief Sexuality Socio-economic background. Extending to different backgrounds, perspectives, life experiences communication styles, and other belief systems

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



# Action on Gender Equality

## Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

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### 2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

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#### 2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; 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

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### 2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

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#### 2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

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#### 2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

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## **2.2c Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Reviewed talent acquisition processes; Reviewed and implemented performance evaluation processes to ensure no gender bias; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

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## **2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.**

In 2020, Suncorp introduced a 5-year GPG target program, with the aim of reducing the GPG to 15.5% by end FY25. To achieve this goal, Suncorp has implemented a comprehensive program to address the GPG, which includes: Setting targets in Group, Function, and executive scorecards that affect short-term incentive outcomes; Allocating a specific budget to address gender pay inequities; Communicating the importance of gender pay equity during the Annual Reward Review process; Providing senior leaders with visibility on the gender pay gap impacts during organisational changes to inform decision-making; Conducting extensive data analysis to identify areas where Suncorp can effectively address gender pay discrepancies (including recruitment, retention, promotion, and representation of women) and take appropriate action; Establishing a GPG Taskforce and delivering 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; Maintaining a focus on delivering targeted development programs for women and building a pipeline of women leaders.



# Action on Gender Equality

## Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

Yes

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#### 2.4a How did you consult employees?

Employee experience survey; Consultative committee or group

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#### 2.4b Who did you consult?

ALL staff Human resources managers; Management; Diversity committee or equivalent

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### 2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

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### 2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.

Anonymous channel: Suncorp utilises a monthly engagement and feedback platform, The Loop, to support ongoing employee consultation. Employee sentiment is sought across a variety of topics at various times depending on operational requirements. However, there is a foundational set of questions consistently deployed to ensure employees have an anonymous channel to provide feedback related to Suncorp values. This includes targeted questions relating to gender equality, progression, flexibility, discrimination, and harassment. The Loop is also used to track employee sentiment towards broader diversity & inclusion topics, as well as the representation rates of all genders on an ongoing basis. Monthly data is available to leaders on 'self-serve' dashboards and all employee commentary is de-identified to encourage honest dialogue. An annual in-depth analysis, including engagement and demographic data through a gender lens, is reported to the Suncorp Sustainability & Diversity Committee, chaired by the Group CEO, Steve Johnston. Targeted channels: As part of the ongoing program of work to reduce the Gender Pay Gap (GPG), we consult with Functional or Line of Business' senior leadership teams on their GPG data and key levers for change. These conversations act as a two-way feedback channel to ensure we are hearing about the pain points and opportunities for improvement specifically related to the employees in their areas (e.g. Finance



Advice; Risk; Commercial Personal Injury; and Consumer Insurance). The following initiatives are also in place to access feedback or consult on gender equality: Regular HR Business Partner connection points to upskill and educate colleagues, and to provide us with any unique feedback from the teams they support; Monthly check-ins and quarterly round tables with our 11 active Employee Resource Groups (ERGs) representing many diverse communities. Each ERG is supported by a D&I team member with the gender equality ERG 'Women Connect' being supported by the lead on Suncorp's GPG target program. This allows us direct connection to the voice of women in Suncorp and empowers the ERG by connecting them to strategy; Supporting dedicated ERG events such as the Women Connect 'Fireside Chats' which provide deep dives into gender equality topics, with questions and feedback submitted online before the event, and on the day; Facilitating workshops or presentations across all areas of the Group, with built in Menti survey options or dedicated Q&A time, acknowledging different levels of maturity and team focus; Quarterly GPG Taskforce meetings where key senior leaders provide updates and opportunities in their areas of the business; Follow up feedback surveys from events, such as International Women's Day (IWD).



# Flexible Work

## Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee’s commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

### 3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

#### 3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Leaders are held accountable for improving take up and approval of workplace flexibility; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The organisation’s approach to flexibility is integrated into client conversations; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body; Flexible work offerings are available to all employees, with a default approval bias (all roles flex approach); 4-day work week/ 9-day fortnight (reduced hours with full-time pay); Management positions are designed to be able to be done part-time; All team meetings are offered online

### 3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes



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

Suncorp has embedded a hybrid way of working that includes many locations and working styles. Employees are encouraged to work with their leader to find the right balance of working remotely and in-office. There is no 'one size fits all approach' at Suncorp when determining the right balance for working remotely and in-office work. Rather, Suncorp strives for a diverse and inclusive culture, that values every perspective and empowers people to work in a way that takes into account their personal circumstances, the needs of our customers and our teams. Suncorp's commitment to flexibility and its recognition that flexibility offerings must be tailored to individuals has been embedded in its new Enterprise Agreement, 'Suncorp Enterprise Agreement 2025' (Suncorp EA2025) (commencement date 22 March 2025). The Suncorp EA2025 includes a 'Flexibility' clause, acknowledging that 'flexibility comes in many forms, and will look different for everyone. Key consideration on any flexibility request will always include the needs of our customers, our teams and our people'. Offering hybrid working is a more inclusive practice for all employees, and we recognise that this is especially important for gender equality as women still do the majority of unpaid care work at home. The flexibility to work from home can help women (and men) manage childcare, eldercare or other family responsibilities without sacrificing their career progress. This can reduce the gender gap in career advancement, as women are often more likely to take career breaks or reduce working hours due to caregiving. By creating a work environment that offers flexible working (as detailed above), Suncorp has created an inclusive and diverse workplace where all employees are encouraged to bring their full self to work. In acknowledgement of the importance of flexibility and Suncorp's commitment to work-life balance for its employees, Suncorp has introduced additional 'Chase the Sun – Flexible leave' in the Suncorp EA2025. In the Suncorp EA2025, permanent full-time employees have an increased entitlement to 5 days of flexible leave per year (pro-rated for part-time employees), which allows employees to take leave for what is important to them (for example, for birthdays, community involvement, health and wellbeing etc.). Employees who are employed on maximum term contracts are also entitled to flexible leave after 12 months service. Previously, only permanent employees were entitled to flexible leave.



# Employee Support for Parents and Carers

## Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, <sup>17</sup>recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

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### 4.1 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 distinction

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#### Do you provide employer-funded paid parental leave for:

Primary: Yes      Secondary: Yes

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#### 4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

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#### 4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth; Fostering

Secondary: Birth; Adoption; Surrogacy; Fostering

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#### 4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

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#### 4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?



**Primary:**

**Lowest entitlement: 20**

**Highest entitlement:**

**Secondary:**

**Lowest entitlement: 4**

**Highest entitlement:**

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**4.1e Who has access to this type of employer-funded paid parental leave?**

**Primary:** Permanent employees

**Secondary:** Permanent employees

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**4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?**

**Primary:** No qualifying period

**Secondary:** No qualifying period

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**4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?**

**Primary:** Other

**Please specify time frame in months: 5**

**Secondary:** Anytime within 12 months

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**4.1h Does your organisation have an opt out approach to parental leave?  
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

**Primary:** Yes

**Secondary:** Yes



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#### **4.2 Do you pay superannuation contributions to your employees while they are on parental leave?**

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable); Yes, on employer funded secondary carer's leave (if applicable); Yes, on government funded parental leave; Yes, on unpaid parental leave

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

Under the Suncorp EA2025 (commencement date 22 March 2025), Suncorp has improved its parental leave entitlement offering by paying superannuation contributions for a period of 12 months, including during a period of unpaid leave and while employees receive Government Paid Parental Leave. Previously, superannuation was paid on paid parental leave only. We continue to advocate and promote flexible work and hybrid working practices across all sites in the organisation and to all roles where practical. Offering a flexible work environment encourages participation in the workforce from diverse communities, particularly to those who are unable to find a balance in work and life responsibilities in a more traditional and non-flexible environments.



# Employee Support for Parents and Carers

## Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

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### 4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy

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#### 4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave; Other leave available to employees with family or caring responsibilities

**Provide details:** Long service leave, career break, flexible leave

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

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes



Support mechanism	Answer
Breastfeeding facilities	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes



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**4.6 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, where they can learn from shared experiences, access external research, and grow a community of peers. Our Carer's intranet page provides a one stop-shop for Carers information, guidelines, and support options, including resources specifically for leaders of carers, people with disability and intergenerational teams. Suncorp is committed to supporting its employees with their needs as carers. Under the Suncorp EA2025, in addition to their entitlement of 10 days personal / carer's leave, employees now have an increased entitlement to an additional 2 days leave / year (pro-rated for part-time employees) after two years continuous service. During this reporting period, Suncorp has continued to be accredited as a Level 2 Carer Friendly Workplace through our partnership with Carers + Employers (Australia) and CareWise (New Zealand).



# Harm Prevention

## Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women’s workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

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### 5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

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#### 5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment

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#### 5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

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

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	Yes	No
The Governing Body	No		Yes	No

### 5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; 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 relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff

### 5.3 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

No

#### Chief Executive Officer or equivalent

Yes

;More often than annually

### 5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

### 5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks 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 risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, 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

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#### **5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?**

Make workplace adjustments; Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures; Implement other changes (provide details)

**Provide Details:** Suncorp has a formal Prevention and Response Plan in place that has been endorsed by the Board. Progress against the Plan is provided to the Executive Leadership Team and People & Remuneration Committee quarterly.

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#### **5.5 What supports are available to support employees involved in and affected by sexual harassment?**

Trained, trauma-informed support staff/contact officers; Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

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#### **5.6 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; Special procedures for disclosures about organisational leaders and board members; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

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#### **5.7 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; Other

**Other:** Suncorp held externally facilitated, confidential listening sessions to understand employees' lived experiences of sexual harassment and positive duty conduct, and gather feedback on actions in Suncorp's formal 'Prevention and Response Plan'.

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## **5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?**

### **Governing body**

Yes

Multiple times per year

### **CEO or equivalent**

Yes

Multiple times per year

### **Key Management Personnel**

Yes

Multiple times per year

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## **5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?**

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Effectiveness of response to reports of sexual harassment; Performance against the seven standards outlined by the Australian Human Rights Commission for complying with the positive duty

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## **5.9 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 or discrimination, please do so below.**

Suncorp developed a formal Prevention and Response Plan (Plan) following an independent review against the Australian Human Rights Commission guidelines for complying with the positive duty approach to the Sex Discrimination Act. The Plan has delivered uplifts for Suncorp to meet the Guidelines and achieve leading practice. The Plan is governed through the People and Remuneration Committee and integrates with the Diversity & Inclusion strategy, Safety & Wellbeing Plan and culture and leadership programs. Suncorp aspires to leading practice and will continue to build on our prevention and response approach ensuring our systems and processes are person-centred and trauma informed.



# Harm Prevention

## Family or Domestic Violence

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

Yes

Policy

### 5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Offer change of office location	Yes
Emergency accommodation assistance	Yes

### 5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

#### Access to paid domestic violence leave?

Yes

#### Is it unlimited?

No

#### Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

#### How many days of paid domestic violence leave?

15



### Access to unpaid domestic violence leave?

Yes

### Is it unlimited?

Yes

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#### **5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.**

Suncorp recognises that domestic and family violence (DFV) continues to be a significant issue in society, which impacts our employees directly and indirectly. All Australian and New Zealand employees experiencing DFV, or supporting someone experiencing DFV, can access 15 days paid DFV leave each year. 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 provides additional paid DFV leave beyond 15 days each year with leader approval. 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 or impacted by 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 Sustainability and Diversity Council (chaired by the CEO), which allows us to track (on an anonymous / de-identified basis) 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. 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 LGBTQ+ employees.

