



Public report

2016-17

Submitted by

Legal Name: Suncorp Group Limited





Organisation and contact details

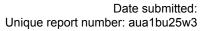
Submitting organisation details	Legal name	Suncorp Group Limited
	ABN	66145290124
	ANZSIC	K Financial and Insurance Services 6322 General Insurance
	Business/trading name/s	Suncorp
	ASX code (if applicable)	SUN
	Postal address	GPO Box 1453
		BRISBANE QLD 4001
		AUSTRALIA
	Organisation phone number	(07) 3362 1222
Reporting structure	Ultimate parent	Suncorp Group Limited
	Number of employees covered by this report	13,501





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

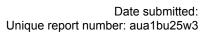
Manager

Managan and make a single	Deporting level to CEO	Encolor was at status		No. of e	employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		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	6	11
		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
		Full-time permanent	19	24	43
		Full-time contract	0	0	0
	-2	Part-time permanent	3	0	3
		Part-time contract	0	0	0
Other everythings/Congrel managers		Casual	0	0	0
Other executives/General managers		Full-time permanent	0	1	1
		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	0	0	0
		Full-time contract	0	1	1
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Conjor Managora		Casual	0	0	0
Senior Managers		Full-time permanent	3	5	8
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0





Manager	Deposition level to CEO	Francis una est estatura		No. of e	employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	81	128	209
		Full-time contract	2	1	3
	-3	Part-time permanent	15	3	18
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	78	117	195
		Full-time contract	0	1	1
	-4	Part-time permanent	5	0	5
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	3	6
		Full-time contract	0	0	0
	-5	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
		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	9	5	14
		Full-time contract	1	0	1
	-3	Part-time permanent	1	1	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	161	250	411
		Full-time contract	5	2	7
	-4	Part-time permanent	39	3	42
		Part-time contract	0	0	0
		Casual	1	0	1
	-5	Full-time permanent	539	534	1,073







Manager acquiretional actorogrica	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	7	8	15
		Part-time permanent	53	3	56
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	181	167	348
		Full-time contract	4	3	7
	-6	Part-time permanent	8	1	9
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	1	3
		Full-time contract	0	0	0
	-7	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			1,228	1,269	2,497

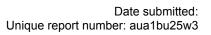




Workplace profile

Non-manager

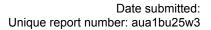
Non-manager occupational categories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduat	tes (if applicable)	No. of apprentice	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	1,981	2,280	50	82	0	0	4,393
Professionals	Full-time contract	89	85	12	17	0	0	203
Professionals	Part-time permanent	588	66	0	0	0	0	654
	Part-time contract	15	1	0	0	0	0	16
	Casual	12	19	1	1	0	0	33
	Full-time permanent	23	260	0	0	0	0	283
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	1	0	0	0	0	1
	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
Community and personal service	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	509	195	0	0	0	0	704
	Full-time contract	16	8	0	0	0	0	24
Clerical and administrative	Part-time permanent	103	16	0	0	0	0	119
	Part-time contract	2	1	0	0	0	0	3
	Casual	2	5	0	0	0	0	7
	Full-time permanent	1,665	901	0	0	0	0	2,566
	Full-time contract	33	15	0	0	0	0	48
Sales	Part-time permanent	1,617	265	0	0	0	0	1,882
	Part-time contract	23	5	0	0	0	0	28
	Casual	30	10	0	0	0	0	40
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
1 · · · · · · · · · · · · · · · · · · ·	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 assumptional estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total 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		6,708	4,133	63	100	0	0	11,004







Reporting questionnaire

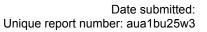
Gender equality indicator 1: Gender composition of workforce

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 means 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 2016 to 31 March 2017. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

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







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





1.10 How many new appointments were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)? IMPORTANT: this should incorporate appointments from both external and internal sources (including all promotions).

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	918	764
Number of appointments made to NON-MANAGER roles (including promotions)	3700	2264

1.11 How many employees were promoted during the reporting period against each category below? IMPORTANT: Because promotions are included in the number of appointments in Q1.10, the number of promotions should never exceed appointments.

	Mana	Managers Non-ma Female Male Female		nagers
	Female			Male
Permanent/ongoing full-time employees	546	494	765	653
Permanent/ongoing part-time employees	60	5	157	14
Fixed-term contract full-time employees	10	9	24	18
Fixed-term contract part-time employees	1	1	1	0
Casual employees	0	0	2	1

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

	Mana	Managers Non-mar Female Male Female		nagers
	Female			Male
Permanent/ongoing full-time employees	65	90	455	413
Permanent/ongoing part-time employees	4	2	410	83
Fixed-term contract full-time employees	8	7	44	21
Fixed-term contract part-time employees	0	0	7	3
Casual employees	0	0	22	17

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

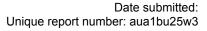
Suncorp is committed to promoting diversity in our workforce and fostering a culture of equal employment opportunities. One way Suncorp is supporting Diversity and Inclusion has been to make changes to the Recruitment Guideline to ensure shortlists for senior leader level positions support both male and female candidates.

A gender lens is strongly applied to all of our talent and succession planning practices.

Gender equality indicator 2: Gender composition of governing bodies

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

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.







	2.1	Please answer the following	guestions	s relating to eac	h governing bo	dy covered in this rer	port
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Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

	nisation	

Suncorp Group Limited

2.1b.1 How many Chairs on this governing body?

	Female	Male
Number	0	1

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

	Female	Male
Number	3	5

2.1d.1 Has a target been set to increase the representation of women on this governing body?

2.1g.1 Are you reporting on any other organisations in this report?

\boxtimes	Yes
П	No

2.1a.2 Organisation name?

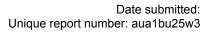
Australian Associated Motor Insurers Pty Ltd

2.1b.2 How many Chairs on this governing body?

	Female	Male
Number	0	1

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

	Female	Male
Number	0	1







2.10.2	has a target been set to increase the re	epresentation of women on this gover	ning body?	
	 ☐ Currently under development, ☐ Insufficient resources/expertise ☐ Do not have control over gover ☒ Not a priority ☒ Other (provide details): 	nder balance (e.g. 40% women/40% men please enter date this is due to be compl	eted	
2.1g.2	Are you reporting on any other organis	sations in this report?		
	⊠ Yes □ No			
2.1a.3	Organisation name?			
	Suncorp Insurance Services Limited			
2.1b.3	1b.3 How many Chairs on this governing body?			
		Female	Male	
	Number	0	1	
2.1c.3	How many other members are on this		· 	
2.1c.3	How many other members are on this s	governing body (excluding the Chair/s Female 0	Male 2	
2.1d.3	Number Has a target been set to increase the representation of the proof of the p	Female o epresentation of women on this gover not been set) inder balance (e.g. 40% women/40% men please enter date this is due to be comple enter balance (provide of the complete) interms of meeting frequency	Male 2 ning body? n/20% either) eted	
2.1d.3 2.1g.3	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): ☐ Entity not considered significate Are you reporting on any other organise ☐ Yes ☐ No	Female o epresentation of women on this gover not been set) inder balance (e.g. 40% women/40% men please enter date this is due to be comple enter balance (provide of the complete) interms of meeting frequency	Male 2 ning body? n/20% either) eted	
2.1d.3 2.1g.3	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): ☐ Entity not considered significate ☐ Are you reporting on any other organise	Female o epresentation of women on this gover not been set) inder balance (e.g. 40% women/40% men please enter date this is due to be comple enter balance (provide of the complete) interms of meeting frequency	Male 2 ning body? n/20% either) eted	

2.1b.4 How many Chairs on this governing body?

Male





	Monthson	4	0			
	Number	1	0			
2.1c.4	How many other members are on this governing body (excluding the Chair/s)?					
		Female	Male			
	Number	2	1			
2.1d.4	Has a target been set to increase the re	epresentation of women on this gover	ning body?			
	 Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% either) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide details why): Not a priority Other (provide details): Membership of this Board represents a cross-section of the Senior Leadership Team from the functions of People Experience, Finance and Legal & Systems. It just so happens that there are three females and one male currently holding these positions. 					
2.1g.4	Are you reporting on any other organis	sations in this report?				
	Yes					

Female

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

∑ Yes (select all applicable answers)
Policy
⊠ Strategy
☐ No (you may specify why no formal selection policy or formal selection strategy is in place)
☐ In place for some governing bodies
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
Do not have control over governing body appointments (provide details why)
☐ Not a priority
Other (provide details):

2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?

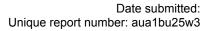
☐ Yes 図 No

☑ No

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

The Board is also responsible for establishing measurable objectives for achieving gender diversity and assessing annually both the measurable objectives for achieving gender diversity and the progress in achieving them.

In addition to the above information the Chair of the Suncorp Board Remuneration subcommittee is a female.



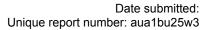




Gender equality indicator 3: Equal remuneration between women and men

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

3.	Do yo	ou have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	es (select all applicable answers) Strategy
	□ No	yo (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?
		 No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements
		☐ Insufficient resources/expertise
		 ☐ Non-award employees paid market rate ☐ Not a priority
		Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		☑ To achieve gender pay equity
		☐ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews) ☐ To be transparent about pay scales and/or salary bands
		☐ To ensure managers are held accountable for pay equity outcomes
		☐ To implement and/or maintain a transparent and rigorous performance assessment process☐ Other (provide details):
4.	Have	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e.
	cond	ucted a gender pay gap analysis)?
	⊠ Ye	es - 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	o (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise ☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no
		for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or ications)
	quaiii	□ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
		om for discretion in pay changes (because pay increases can occur with some discretion such as performance
	asses	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 performed twice yearly based on employees performing like for like work. Analysis of any organisation-wide pay gap and starting salaries of new employees is also conducted.

4	4.1	Did you take any actions as a result of your gender remuneration gap analysis?
		 Yes − indicate what actions were taken (select all applicable answers) □ Created a pay equity strategy or action plan □ Identified cause/s of the gaps □ Reviewed remuneration decision-making processes □ Analysed commencement salaries by gender to ensure there are no pay gaps □ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) □ Analysed performance pay to ensure there is no gender bias (including unconscious bias) □ Trained people-managers in addressing gender bias (including unconscious bias) □ Set targets to reduce any like-for-like gaps □ Reported pay equity metrics (including gender pay gaps) to the governing body □ Reported pay equity metrics (including gender pay gaps) to the executive □ Reported pay equity metrics (including gender pay gaps) to all employees □ Reported pay equity metrics (including gender pay gaps) to all employees □ Corrected like-for-like gaps □ Conducted a gender-based job evaluation process □ Implemented other changes (provide details): □ No (you may specify why no actions were taken resulting from your remuneration gap analysis) □ No unexplainable or unjustifiable gaps identified □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries set by awards/industrial or workplace agreements □ Non-award employees are paid market rate □ Unable to address cause/s of gaps (provide details why): □ Not a priority □ Other (provide details):
4	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
Gene	der	equality indicator 4: Flexible working and support for employees
		nily and caring responsibilities
employr supporti to comb	ment to ing em oine pa	will enable the collection and use of information from relevant employers about the availability and utility of erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements aployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental ality and to maximising Australia's skilled workforce.
		NARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?

🖾 Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):

As a lump sum payment (paid pre- or post- parental leave, or a combination)

time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks

By paying the gap between the employee's salary and the government's paid parental leave scheme

By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of

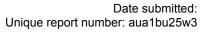


5a.



No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided:
13
If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.
13 weeks at full pay or 26 weeks at half pay for full-time employees, and calculated on a pro rata basis for part-time employees (based on average ordinary hours worked in the 6 months immediately prior to commencing the leave).
Eligibility criteria: - are a permanent full-time or part-time employee (engaged on any basis) - have completed at least 12 months' continuous service with the Group, immediately before the expected date of birth or day of placement of the child; - are the Primary Carer upon the date of birth or day of placement of the child.
Employees may also choose to take any accrued paid leave such as annual leave and long service leave at the completion of their paid parental leave, extending the amount of paid time off the employee has. This is upon approval from leader.
Taking parental leave for one child does not prevent eligible employees from accessing a further period of parental leave for a second or subsequent pregnancy.
 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%

A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.





6a.



Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for i women, in addition to any government funded parental leave scheme for secondary carers?	men and
 Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity lead No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY No (you may specify why employer funded paid parental leave for secondary carers is not paid) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Government scheme is sufficient □ Not a priority □ Other (provide details): 	ve)
6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of day provided:	
10	
If your organisation would like to provide additional information on your paid parental leave for SECOND CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.	DARY
Two weeks at full pay or four weeks at half pay is provided for full-time employees and on a pro rata basis for part-time employees (calculated on the average ordinary hours worked in the 12 months of service immediately prior to commencing parental leave).	
Eligibility criteria: - are a permanent full-time or part-time employee (engaged on any basis) - have completed at least 12 months' continuous service with the Group, immediately before the expected date of birth or day of placement of the child; - are the Secondary Carer of the child	
Employees may also choose to take any accrued paid leave such as annual leave and long service leave at the completion of their paid parental leave, extending the amount of paid time off the employee has. This is upon approval from the leader.	
In addition to two weeks paid Secondary Carer's leave, employees are also entitled to two weeks of unpaid Secondary Carer's leave.	
The Secondary Carers leave (both paid and unpaid) can be taken anytime within the first 12 months of the date of birth or adoption of the child. Employee and leader agree how to take Secondary Carer's leave but it could include single day absences or an agreed number of days of absence per week until the leave has been expended.	
 6.2 What proportion of your total workforce has access to employer funded paid parental leave for SE CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. 	ECONDARY
□ <10% □ 10-20% □ 21-30% □ 31-40% □ 41-50% □ 51-60% □ 61-70% □ 71-80% □ 81-90% □ 91-99% □ 100%	

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





	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	148	3	1	50

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	845	2	0	131

- 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.

	Females	Males
Managers	7	0

- 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.

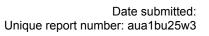
	Female	Male
Non-managers	40	0

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

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):

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

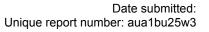
3,
□ Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Included in award/industrial or workplace agreement
☐ Not a priority
Other (provide details):







11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?				
	⊠ Ye □ No	o (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 some worksites Childcare referral services Available at some worksites only Available at some worksites Support in securing school holiday care Available at some worksites only			
		Available at all worksites None of the above, please complete question 11.2 below			
12.	Do yo viole	ou have a formal policy and/or formal strategy to support employees who are experiencing family or domestic nce?			
		es (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Unrently under development, please enter date this is due to be completed Insufficient resources/expertise			







	 ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ∑ Yes (select all applicable answers) ∑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to uppaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice ☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details): ☐ Employees can utilise relevant forms of paid leave as agreed with their leader. Employees will not be disadvantaged in terms of their role or career development opportunities. ☐ No (you may specify why no other support mechanisms are in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not aware of the need ☐ Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work • compressed working weeks • time-in-lieu • telecommuting • part-time work • job sharing • carer's leave • purchased leave • unpaid leave. Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO. Yes, the option/s in place are available to both women and men. No, some/all options are not available to both women AND men.

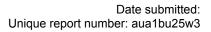
- Which options from the list below are available? Please tick the related checkboxes.
 Unticked checkboxes mean this option is NOT available to your employees.





Man	agers	Non-managers		
Formal	Informal	Formal	Informal	
\boxtimes	\boxtimes	\boxtimes	\boxtimes	
\boxtimes	\boxtimes	\boxtimes	\boxtimes	
\boxtimes	\boxtimes	\boxtimes	\boxtimes	
\boxtimes	\boxtimes	\boxtimes	\boxtimes	
\boxtimes		\boxtimes		
	Formal		Formal Informal Formal □	

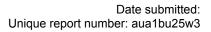
		Unpaid leave			\boxtimes		
•	14.3 You may specify why any of the above options are NOT available to your employees.						
		 ☐ Currently under development, please enter death of the control of		·	ees.		
•	14.4	If your organisation would like to provide adplease do so below:	ditional inform	nation relating to	o gender equa	lity indicator 4,	
		Suncorp is committed to creating work arrangen wherever possible, considering personal prefere include making changes to the time (when), local	ences and busin	ness obligations.	Enhancing fle	xibility could	
		Suncorp has been a long- time supporter of work from home arrangements, recognising the enhanced flexibility this gives to employees. Suncorp has implemented purpose-built work from home hubs in key suburban locations in several states. All hub employees live within a 30-minute drive to their site and work predominately from home, having to only come into their hub for training and team building days.					
		We offer flexibility in our part-time employment of 37.5 hours per week and a minimum of 3 hours agrees to ordinary hours of work averaged over employee and leader agrees to the minimum number of the second secon	per day; Flexib a period of 1-4	le Part-Time opti weeks; and Part	on where emplicial Part-Time o	loyee and leader	
		In our annual employee engagement survey cor favourably that they work flexibly to suit their per			of employees	answered	
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace							
		quality indicator seeks information on what consunder equality in the workplace.	ıltation occurs l	oetween employe	ers and employ	ees on issues	
15. I	Have y	ou consulted with employees on issues cond	cerning gende	r equality in yoເ	ır workplace?		
	⊠ Yes ⊒ No	(you may specify why you have not consulted wi ☐ Not needed (provide details why): ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):	th employees c	n gender equalit	y)		







	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		⊠ Survey
		☐ Consultative committee or group
		Focus groups
		☐ Exit interviews ☐ Performance discussions
		☐ Other (provide details):
	15.2	Who did you consult?
	10.2	TWIO did you consult:
		□ All staff
		☐ Women only ☐ Men only
		☐ Human resources managers
		☐ Employee representative group(s) ☐ Diversity committee or equivalent
		☐ Women and men who have resigned while on parental leave
		Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5,
		please do so below.
Gen	der	equality indicator 6: Sex-based harassment and discrimination
The pr	oventio	n of any based baragement and discrimination (CDU) has been identified as important in improving workplace
		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 voi	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
10.	Do yo	a nave a formal policy and/or formal strategy on sex-based harassment and discrimination prevention:
	⊠ Yes	s (select all applicable answers)
	_	Policy
	□мо	Strategy (very many enceits why no formal neligy or formal etrotogy is in place)
		(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
	10.1	policy and/or formal strategy?
		· · · · · · · · · · · · · · · · · · ·
		☑ Yes☑ No (you may specify why a grievance process is not included)
		Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise
		☐ Not a priority☐ Other (provide details):
		☐ Other (provide details).
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	⊠ Yes	s - please indicate how often this training is provided:
		☑ At induction







□No	 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 (not just managers) annually as online compliance training.
	Our annual engagement survey conducted in November 2016 asked employees their opinion on the statement "At Suncorp, sexual harassment is not tolerated" and a 98% favourable response was obtained indicating the strong stance we have on sexual harassment.

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.)

Attained the WGEA Employer of Choice for Gender Equality Citation in December 2016.

Introduced internal functional gender diversity targets to support the achievement of the Suncorp-wide gender diversity target. These targets aim for gender balance and therefore:

- in functions where there is a greater proportion of males in senior leaders roles the target is aiming to increase representation of females, and
- in functions where there is a greater proportion of females in senior leader roles, that target is aiming to increase representation of males.

Our annual employee engagement survey conducted in November 2016 asked employees to give their opinions using a six point scale on specific questions relating to the gender equality indicators:

- At Suncorp, sexual harassment is not tolerated
- My immediate leader genuinely supports equality between women and men
- My work schedule is flexible enough to allow me to meet my family and personal responsibilities Favourable results above global benchmarks were achieved in each of these areas.

Suncorp honoured International Women's Day 2017 (8 March) with events hosted and supported throughout the organisation and at the same time announced we would also recognise International Men's Day for the first time on 19 November 2017.

We also continue to offer programs which support improving gender equality outcomes, including:

- Changing our Recruitment Guideline to ensure shortlists for senior leader level positions support both male and female candidates
- Accelerate women in leadership programs aimed at high potential senior team members, firstline leaders and business leaders to support and build our pipeline of female leaders
- Buddy program for those returning from parental leave
- Intranet site devoted to flexible working
- Strong promotion and uptake of flexible working options and the introduction of our Work from Home Hubs
- Recognised White Ribbon Day (25 November 2016) and utilised the opportunity to re-promote our Domestic Violence Guideline
- Created a 'menu' of offerings which our functions can draw upon to assist in improving gender equality in ways which best suit their part of the business
- Gender lens is strongly applied to our talent and succession planning practices





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 59.2% females and 40.8% males.

Promotions

- 2. 56.7% of employees awarded promotions were women and 43.3% were men
 - i. 54.8% of all manager promotions were awarded to women
 - ii. 58.0% of all non-manager promotions were awarded to women.
- 3. 21.0% of your workforce was part-time and 8.7% of promotions were awarded to part-time employees.

Resignations

- 4. 61.5% of employees who resigned were women and 38.5% were men
 - i. 43.8% of all managers who resigned were women
 - ii. 63.6% of all non-managers who resigned were women.
- 21.0% of your workforce was part-time and 30.8% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 4.7% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were

Notification and access List of employee organisations: FSU ASU Employee Council CEO sign off confirmation Name of CEO or equivalent: Michael Cameron CEO signature: Date: