



Public report

2018-19

Submitted by

Legal Name:
AustralianSuper Pty Ltd

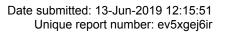






Organisation and contact details

Submitting organisation details	Legal name	AustralianSuper Pty Ltd			
	ABN	94006457987			
	ANZSIC	K Financial and Insurance Services 6330 Superannuation Funds			
	Business/trading name/s	AustralianSuper			
	ASX code (if applicable)				
	Postal address	Level 33, 50 Lonsdale Street MELBOURNE VIC 3000 AUSTRALIA			
	Organisation phone number	(03) 8648 3900			
Reporting structure	Number of employees covered by this report	669			



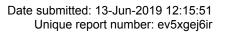




Workplace profile

Manager

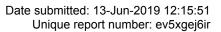
Maragar assumational astamatica	Domontina lovel to CEO	Constante at a tatura		No	. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
CEO/Head of Business in Australia		Full-time contract	0	0	0
	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	4	7
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Mary management in a value of the		Casual	0	0	0
Key management personnel	-2	Full-time permanent	0	1	1
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	11	16	27
		Full-time contract	0	0	0
Other executives/General managers		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Conjor Managara		Casual	0	0	0
Senior Managers		Full-time permanent	5	18	23
		Full-time contract	1	0	1
	-3	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0







Manager occupational categories	Reporting level to CEO	Employment status		No	. of employees
Manager occupational categories	Reporting level to CEO	Employment status		М	Total employees
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	25	30	55
		Full-time contract	1	0	1
		Part-time permanent	4	0	4
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	11	29	40
		Full-time contract	1	0	1
Other managers	-4	Part-time permanent	8	0	8
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	8	2	10
		Full-time contract	0	0	0
	-5	Part-time permanent	1	1	2
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			83	105	188



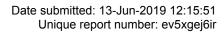




Workplace profile

Non-manager

Non manager equipational actorists	Employment etetus	No. of employees (excluding	graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	142	208	0	0	0	0	350
	Full-time contract	16	14	0	0	0	0	30
Professionals	Part-time permanent	46	6	0	0	0	0	52
Troicssionais	Part-time contract	4	0	0	0	0	0	4
	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
Technicians and trade	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
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	22	3	2	4	0	0	31
	Full-time contract	2	0	0	0	0	0	2
Clerical and administrative	Part-time permanent	12	0	0	0	0	0	12
	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
Sales	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
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estagerica	nager occupational categories		graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	M	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		244	231	2	4	0	0	481





Reporting questionnaire

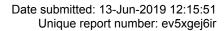
Gender equality indicator 1: Gender composition of workforce

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

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (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 employees were promoted during the reporting period against each category below? IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	12	10	8	16
Permanent/ongoing part-time employees	1	0	1	0
Fixed-term contract full-time employees	0	0	1	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

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

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	30	33
Number of appointments made to NON-MANAGER roles (including promotions)	115	101

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

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	6	14	23	18
Permanent/ongoing part-time employees	0	0	5	1
Fixed-term contract full-time employees	0	0	8	8
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

- 1. Diversity and Inclusion Strategy and Scorecard FY19-FY21 key focus areas include gender, flexibility, part-time workers, Indigenous Australians, accessibility and gender balanced utilisation of primary carers leave. Specifically, key activities areas include:
- a. Targeted development and mentoring of key women identified for future leadership positions
- b. Gender focused succession planning
- c. Gender focused talent development programs, both internally and externally facilitated
- d. Creation of part-time and job share job opportunities within targeted job families
- e. Promotion and usage of keeping in touch days whilst on primary carer parental leave
- f. Promotion of primary carer leave for both male and female colleagues
- g. Inclusive leadership assessment and development
- h. Active management of pay equity
- i. Mandating gender diverse candidate slate for selection of key leadership positions
- j. Graduate and internship programs with specific focus on providing opportunities for gender balanced cohorts
- k. Quarterly review of succession planning and talent identification via People Forums which look at the performance and potential of all colleagues
- I. External profiling of key female talent
- m. Public advocacy for changes to federal legislation to bridge the gender superannuation gap





- 2. People and Culture Strategy for FY16 to FY20 this strategy contains a number of key focus activities supporting gender equality in the areas of attraction, retention, succession, talent management, targeted development, performance management, diversity and inclusion, employer value proposition, safety and wellness, remuneration, workplace flexibility, and workplace environment.
- 3. People and Culture FY19 Business Plan this includes annual initiatives to support gender equality and strengthen our position as an employer of choice for women. Our diversity profile is important for talent attraction and retention, and to reflect the diversity of the Fund's members. The following initiatives were included during the reporting period:
- a. Talent and succession management plans, identifying women with potential and setting targeted development activities. This is supported via our quarterly People Forums of all colleagues
- b. Annual pay equity analysis
- c. Continued development of technology to support flexible work and the promotion of flexible work throughout the organisation
- d. Development of career pathways, particularly in areas of the business where there is a lower population women in leadership roles
- e. Building partnerships and associations with organisations and networks focussed on supporting women
- f. Development of internal networking and coaching opportunities
- g. Supporting key women's industry events

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 questions relating to each governing body covered in this report.

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.

2.1a.1 Organisation name?

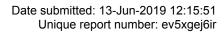
AustralianSuper Pty Ltd

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

	Female	Male
Number	1	0

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

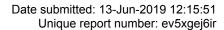
	Female	Male
Number	2	9







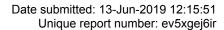
	2.1d.1	Has a target been set to increase the representation of women on this governing body?
		 Yes No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☑ Do not have control over governing body/board appointments (provide details why): Board nominations and appointments are controlled by the fund's sponsoring organisations. The Board and the fund's sponsoring organisations are committed to having more women on the Board and take this into account when making Board appointments. ☐ Not a priority ☐ Other (provide details):
	2.1g.1	Are you reporting on any other organisations in this report?
		☐ Yes ☑ No
	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) Board nominations and appointments are controlled by the fund's sponsoring organisations. The Board and the fund's sponsoring organisations are committed to having more women on the Board and take this into account when making Board appointments. 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 ☐ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
		Board nominations and appointments are controlled by the fund's sponsoring organisations. The Board and the Fund's sponsoring organisations are committed to having more women on the Board and take this into account when making Board appointments. To support this, the Fund established a Board Diversity Policy in 2017 to guide how AustralianSuper will improve diversity of the Board, including measurable objectives.
Gen	der	equality indicator 3: Equal remuneration between women and men
	remune r equalit	ration between women and men is a key component of improving women's economic security and progressing cy.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers) ☑ Policy







□ No	 Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	 ✓ Yes (provide details in question 3.2 below) ☐ 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): 1. Remuneration policy objectives: - Ensure a level of equity and consistency of treatment across the Fund. - To achieve gender pay equity.
	 2. Diversity strategy/Scorecard: - Active management of our pay equity data to ensure areas of concern are addressed promptly. - Consider staff initiatives to address gender super gap. - Scorecard includes measures to reduce the gender pay gap.
	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e.
⊠ Ye	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago
□ No	☐ Other (provide details): (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
IS roo	cations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)
	☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	/

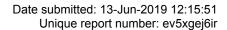






Our remuneration gap analysis included an organisation wide review, by level and like for like roles.

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 ☑ Set targets to reduce any organisation-wide 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) externally ☑ Corrected like-for-like gaps ☐ Conducted a gender-based job evaluation process ☑ Implemented other changes (provide details): Our remuneration gap analysis is skewed by high salaries within our Investments group. There is a low number of women in the Investments group in general, and specifically within senior roles; this is an industry wide problem. Our Diversity Strategy includes initiatives aimed specifically at increasing the number of women in this group. ☐ 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 a
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
This indicate employment supporting e to combine p	r equality indicator 4: Flexible working and support for employees mily and caring responsibilities r will enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements mployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men laid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental utility and to maximising Australia's skilled workforce.
grea [.] Do y	RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having ter responsibility for the day-to-day care of a child. Ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave cohome for primary career?
⊠ Ye	in addition to any government funded parental leave scheme for primary carers? es. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of 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)





5a.

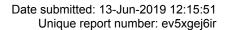
6.



ir ti p	No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please cate 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 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 deparental 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 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):	od of funded
5	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:	ent
	14	
С	our organisation would like to provide additional information on your paid parental leave for primary ers e.g. eligibility period, where applicable the maximum number of weeks provided, and other angements you may have in place, please do so below.	
a A a	ing periods of both paid and unpaid parental leave, and for a period of up to two years from the immencement of parental leave, superannuation is paid at the full-time rate for the duration of parental leave where an employee who is the primary carer returns from parental leave on a part time basis. ItralianSuper also removed their 12-month qualifying period for eligibility for paid parental leave for full time part time permanent employees, and primary carers are no longer required to wait a further 12 months per taking a subsequent period of paid parental leave.	
5	What proportion of your total workforce has access to employer funded paid parental leave for PRIMA CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.	ιRY
	☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 61-70% ☐ 71-80% ☐ 91-99% ☑ 100%	
5	Please indicate whether your employer funded paid parental leave for primary carers covers:	
	Adoption Surrogacy Stillbirth	
	SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not nary carer.	the

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and

women, in addition to any government funded parental leave scheme for secondary carers?





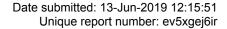
6a.



☐ No	 ✓ Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) 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): 					
6.1		ave are provided (e.g. l			ARY CARERS? If different UM number of days provided	
	20					
				tion on your paid parental l have in place etc, please d		
	NAME of the second					
6.2	CARERS?	-		ALS when working out the	rental leave for SECONDARY	
	<10 10-1 21-1 31-1 41-1 51-1 61-1 81-1	9% 20% 30% 40% 50% 60% 70% 80% 99%				
6.3	Please indica	te whether your employ	er funded paid p	arental leave for secondary	y carers covers:	
	☑ Adoption☐ Surrogacy☐ Stillbirth					
		RS have taken parenta arental leave, regardles		reporting period (paid and menced.	l/or unpaid)? Include	
		Primary carer'	s leave	Secondary care	r's leave	
		Female	Male	Female	Male	
Manag	gers	7	0	0	2	

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	13	1	0	14







8.	How many MANAGERS, during the reporting period, ceased employment before returning to work from parental
	leave, regardless of when the leave commenced?

- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

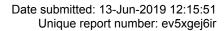
	Female	Male
Managers	0	0

- 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	0	0

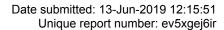
			Female	Male
		Non-managers	0	0
9.	_	u have a formal policy and/or formal strategy on flexi (select all applicable answers)	ible working arrangements?	
		☐ Policy ☐ Strategy		
	□ No	(you may specify why no formal policy or formal strategy) Currently under development, please enter date this Insufficient resources/expertise Don't offer flexible arrangements Not a priority Other (provide details):	r is in place) is due to be completed	
	9.1	You may indicate which of the following are include	ed in your flexible working arra	ngements strategy:
		☐ A business case for flexibility has been established a Leaders are visible role models of flexible working Flexible working is promoted throughout the organis. ☐ Targets have been set for engagement in flexible working is are held accountable for improving workpla. ☐ Leaders are held accountable for improving workpla. ☐ Manager training on flexible working is provided throughout the organical Team-based training is provided throughout the organical Employees are surveyed on whether they have sufficient The organisation's approach to flexibility is integrate. ☐ The impact of flexibility is evaluated (eg reduced abs Metrics on the use of, and/or the impact of, flexibility Metrics on the use of, and/or the impact of, flexibility	ation ork cible work ce flexibility oughout the organisation anisation cient flexibility d into client conversations senteeism, increased employee of the senteeism.	engagement) nanagement personnel
10.	Do you	ı have a formal policy and/or formal strategy to supp	oort employees with family or	caring responsibilities?
		(select all applicable answers) ☑ Policy ☑ Strategy (you may specify why no formal policy or formal strategy ☐ Currently under development, please enter date this ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority	is due to be completed	







		☐ Other (provide details):
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	s (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
12.	Do yo violen	ou have a formal policy and/or formal strategy to support employees who are experiencing family or domestic nce?
	⊠ Ye	s (select all applicable answers) Policy Strategy







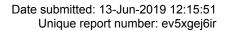
	 No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority □ Other (please provide 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 unpaid domestic violence leave (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): □ 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 a priority □ 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. 14.1 Which options from the list below are available? Please tick the related checkboxes. • Unticked checkboxes mean this option is NOT available to your employees.





	Mar	nagers	Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	\boxtimes
Compressed working weeks	\boxtimes		\boxtimes	
Time-in-lieu			\boxtimes	
Telecommuting			\boxtimes	
Part-time work			\boxtimes	
Job sharing			\boxtimes	
Carer's leave			\boxtimes	
Purchased leave			\boxtimes	
Unpaid leave				

		Job sharing						
		Carer's leave	\boxtimes		\boxtimes			
		Purchased leave	\boxtimes		\boxtimes			
		Unpaid leave	\boxtimes		\boxtimes			
	14.3	You may specify why any of the above options are NOT available to your employees. Currently under development, please enter date this is due to be completed						
		☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):						
14.4 If your organisation would like to provide additional information relating to gender or please do so below:				o gender equa	lity indicator 4,			
_	_							
		equality indicator 5: Consul			yees on i	issues		
con	cerr	ning gender equality in the w	orkplace	9				
		equality indicator seeks information on what consulender equality in the workplace.	Itation occurs I	petween employe	ers and employ	ees on issues		
15.	Have	e you consulted with employees on issues concerning gender equality in your workplace?						
	⊠ Ye							
	∐ No	(you may specify why you have not consulted wit ☐ Not needed (provide details why):	n employees o	on gender equality	y)			
		☐ Insufficient resources/expertise						
		☐ Not a priority ☐ Other (provide details):						
		Utilei (provide details).						
	15.1	How did you consult with employees on issu	es concernin	g gender equalit	y in your work	kplace?		
		Survey						
		☐ Focus groups ☐ Exit interviews						
		Performance discussions						
		Other (provide details):						
	15.2	Who did you consult?						
		☐ Women only ☐ Men only						
		☐ Human resources managers						







		 Management 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.
		equality indicator 6: Sex-based harassment and discrimination
partici	pation. S	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
		s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
		☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal 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):
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 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:





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.)

- 1. Our CEO has promoted gender equality through communicating our commitment to gender diversity at employee briefings, via our intranet and public website and careers page, his work as a Male Champion of Change and recruitment decisions for senior roles.
- 2. Graduates and interns a key focus of our graduate and intern programs is to ensure we meet our gender balanced target of 50% women in each intake of interns and graduates. The promotion of our intern and graduate offering and initiatives has resulted in more applications from female candidates. We have met our targets for both intern and graduate programs this year and continue to develop the women we have recruited into this program over the past 5 years. During the reporting period, we met our 50% target for interns and graduates.
- 3. Gender balanced panel pledge AustralianSuper only participates on panels where there is gender balanced representation.
- 4. Public advocacy for the economic security of women AustralianSuper continues to advocate for Australians who are disadvantaged by way of current superannuation legislation.
- 5. Parental leave superannuation payments AustralianSuper continues to make superannuation payments at the full-time rate to the primary caregiver during parental leave. Full time superannuation is also awarded when the primary carer returns to work on a part-time basis for a period up to two years from commencement of leave.
- 6. Investing in companies with female board representation the Fund's Sustainability Option includes a screening activity, whereby the Fund will not invest in companies where there is no female representation on its board.
- 7. Talent development within targeted job specialisations the Fund's talent program includes specific development to build leadership bench strength and skills for female colleagues. The Fund recently participated in an industry initiative led by Mercer to develop an Employee Value Proposition for the investment management industry, with a view to attract more young female talent into investment management careers.
- 8. Continuing strategic partnerships continuing to partner with organisations supporting women, such as Work180 (previously Diverse City Careers) and Working Mothers Connect.
- 9. Supporting key women's events The Mother's Day Classic, International Women's Day and White Ribbon Day.
- 10. Annual analysis of diversity & inclusion utilising insights from our colleague survey to develop initiatives to support the delivery of our Diversify & Inclusion Strategy.
- 11. Sponsorship and mentorship we participate in broader external mentor programs with organisations such as Women in Banking and Finance. We provide an environment where our younger women are exposed to more senior women and look for ways to encourage these interactions.
- 12. Internal support groups continued focus on our AustralianSuper Women's Networking Group to provide an opportunity for women to network internally, where they can learn from and support each other through their collective shared experiences through all stages of their career.





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 49.2% females and 50.8% males.

Promotions

- 2. 46.9% of employees awarded promotions were women and 53.1% were men
 - i. 56.5% of all manager promotions were awarded to women
 - ii. 38.5% of all non-manager promotions were awarded to women.
- 3. 12.9% of your workforce was part-time and 4.1% of promotions were awarded to part-time employees.

Resignations

- 4. 50.6% of employees who resigned were women and 49.4% were men
 - i. 30.0% of all managers who resigned were women
 - ii. 57.1% of all non-managers who resigned were women.
- 12.9% of your workforce was part-time and 7.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% 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
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: Financial Services Union (FSU). CEO sign off confirmation Name of CEO or equivalent: lan Silk CEO signature: Date: