Public report

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**	557

Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
CEO/Head of Business in Australia	0	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
Key management personnel	-1	Full-time permanent	2	4	6
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers	-2	Full-time permanent	3	3	6
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Senior Managers	-2	Full-time permanent	6	13	19
		Full-time contract	0	0	0
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	1	3	4
		Full-time contract	0	0	0
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers	-3	Full-time permanent	24	42	66
		Full-time contract	1	2	3
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
	-4	Full-time permanent	17	21	38
		Full-time contract	3	2	5
		Part-time permanent	4	0	4
		Part-time contract	0	1	1
		Casual	0	0	0
	-5	Full-time permanent	2	1	3
		Full-time contract	2	0	2
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			67	93	160

Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Professionals	Full-time permanent	83	145	6	4	0	0	238
	Full-time contract	28	39	0	0	0	0	67
	Part-time permanent	26	4	0	0	0	0	30
	Part-time contract	6	0	0	0	0	0	6
	Casual	0	0	0	0	0	0	0
Technicians and trade	Full-time permanent	0	0	0	0	0	0	0
	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
Community and personal service	Full-time permanent	0	0	0	0	0	0	0
	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
Clerical and administrative	Full-time permanent	25	2	0	0	0	0	27
	Full-time contract	9	6	0	0	0	0	15
	Part-time permanent	10	0	0	0	0	0	10
	Part-time contract	4	0	0	0	0	0	4
	Casual	0	0	0	0	0	0	0
Sales	Full-time permanent	0	0	0	0	0	0	0
	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
Machinery operators and drivers	Full-time permanent	0	0	0	0	0	0	0
	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

Workplace Gender Equality Agency

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Labourers	Full-time permanent	0	0	0	0	0	0	0
	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
Others	Full-time permanent	0	0	0	0	0	0	0
	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
Grand total: all non-managers		191	196	6	4	0	0	397

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)	14	24
Number of appointments made to NON-MANAGER roles (including promotions)	59	72

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.**

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	5	10	9	7
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	3	3	7
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	4	8	5	9
Permanent/ongoing part-time employees	0	0	2	0
Fixed-term contract full-time employees	0	1	9	10
Fixed-term contract part-time employees	0	0	3	1
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.**

Our People and Culture business plan included initiatives to support gender equality and strengthen our position as an employer of choice for women. Our diversity profile is important for staff attraction and retention, and to reflect the diversity of the Fund's members. The following initiatives were included:
a. Conduct a full diversity audit.
b. Develop and deliver updated scorecard for reporting to Board.
c. Launch revised flexibility guide.
d. Build robust talent and succession management plans; identifying women with potential and putting targeted development activities in place.
e. Annual pay equity analysis.
f. Domestic violence policy implementation.
g. Redesign of office spaces to allow for flexible working practices.
h. Integrated safety and wellness program.
i. Defined career pathways, particularly in areas of the business where there is a lack of senior women.
j. Design and build our Employee Value Proposition.

Implementation of a new 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 and retention; succession and talent management; targeted development; performance redesign; diversity and inclusion; EVP; safety and wellness; remuneration; workplace flexibility; and workplace environment.

Implementation of a new Diversity and Inclusion Strategy and Scorecard FY16-FY20. Key focus areas include gender, flexibility, Indigenous Australians, disability and age. Within the gender space, key action areas include:

- Targeted development and mentoring of key women identified for future leadership positions.
- Active management of pay equity.
- Full review of succession planning and talent identification.
- External profiling of key female talent.
- Further initiatives to support flexible work.
- Conduct full diversity survey to obtain feedback from staff.
- Focus on development of women into leadership roles.

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	3	16

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 appointment nominations are controlled by the fund's sponsoring organisations, who are aware of the Board's intention to have more women on the Board, and take that into account when making 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 appointment nominations are controlled by the fund's sponsoring organisations, who are aware of the Board's intention to have more women on the Board, and take that into account when making 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.

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

☒ 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
  ☐ 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.
 - Specific action under 'Annual Remuneration Review' clause:
 In addition to individual performance, the annual review process incorporates a full payroll analysis to monitor gender pay equity. The Fund is committed to minimizing its gender pay gap.

 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.

4. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?

☒ Yes - the most recent gender remuneration gap analysis was undertaken:
 ☒ Within last 12 months
 ☐ Within last 1-2 years
 ☐ More than 2 years ago but less than 4 years ago
 ☐ Other (provide details):
☐ No (you may specify why you have not analysed your payroll for gender remuneration gaps)
 ☐ Currently under development, please enter date this is due to be completed
 ☐ Insufficient resources/expertise
 ☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
 ☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
 ☐ 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 review
- like for like review.

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-award employees are paid market rate
    ☐ Unable to address cause/s of gaps (provide details why):
    ☐ Not a priority
    ☐ Other (provide details):

4.2   If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

AustralianSuper's overall pay equity gap is skewed by the remuneration of our Investments Group. There is a lack of senior women in this group, which is also an industry wide issue. AustralianSuper have implemented initiatives to build our representation of women within this group. Our annual remuneration review includes analysis to ensure that like for like roles are remunerated equitably - this process is overseen and signed off by our CEO. A comprehensive review of remuneration changes and increases by gender is also included to ensure outcomes of our performance process are equitable.

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

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

5.   A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, 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):
    ☐ 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 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:

14

5a. 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.

AustralianSuper pays superannuation for the non-paid period of parental leave, up to the first 12 months.

5.2 What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?
• In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

    ☐ <10%
    ☐ 10-20%
    ☐ 21-30%
    ☐ 31-40%
    ☐ 41-50%
    ☐ 51-60%
    ☐ 61-70%
    ☒ 71-80%
    ☐ 81-90%
    ☐ 91-99%
    ☐ 100%

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

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?

☒ 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 **How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided:**

20

6a. **If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.**

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

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

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	5	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	9	0	0	4

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	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

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

☒ 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
    ☐ Don't offer flexible arrangements
    ☐ Not a priority
    ☐ Other (provide details):

9.1   You may indicate which of the following are included in your flexible working arrangements strategy:

☐ A business case for flexibility has been established and endorsed at the leadership level
☒ Leaders are visible role models of flexible working
☒ Flexible working is promoted throughout the organisation
☐ Targets have been set for engagement in flexible work
☐ Targets have been set for men's engagement in flexible work
☒ Leaders are held accountable for improving workplace flexibility
☒ Manager training on flexible working is provided throughout the organisation
☐ Employee training is provided throughout the organisation
☐ Team-based training is provided throughout the organisation
☒ Employees are surveyed on whether they have sufficient flexibility
☐ The organisation's approach to flexibility is integrated into client conversations
☒ The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)
☒ Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
☒ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

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

☒ 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
    ☐ 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)?

☒ Yes
☐ No (you may specify why non-leave based measures are not in place)
    ☐ Currently under development, please enter date this is due to be completed
    ☐ Insufficient resources/expertise
    ☐ Not a priority
    ☐ Other (provide details):

11.1   Please select what support mechanisms are in place and if they are available at all worksites.

- **Where only one worksite exists, for example a head-office, select "Available at all worksites".**

☐ Employer subsidised childcare
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ On-site childcare
    ☐ Available at some worksites only
    ☐ Available at all worksites
☒ Breastfeeding facilities
    ☒ Available at some worksites only
    ☐ Available at all worksites
☐ Childcare referral services
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ Internal support networks for parents
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ Information packs to support new parents and/or those with elder care responsibilities
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ Referral services to support employees with family and/or caring responsibilities
    ☐ Available at some worksites only
    ☐ Available at all worksites
☒ Targeted communication mechanisms, for example intranet/ forums
    ☐ Available at some worksites only
    ☒ Available at all worksites
☐ Support in securing school holiday care
    ☐ Available at some worksites only
    ☐ Available at all worksites
☒ Coaching for employees on returning to work from parental leave
    ☐ Available at some worksites only
    ☒ Available at all worksites
☐ Parenting workshops targeting mothers
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ Parenting workshops targeting fathers
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ None of the above, please complete question 11.2 below

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

☒ 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
    ☐ 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

Australian Government | Workplace Gender Equality Agency

☒ 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 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):
☐ 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.**

	Managers		Non-managers	
	Formal	Informal	Formal	Informal
Flexible hours of work	☒	☒	☒	☒
Compressed working weeks	☒	☐	☒	☐
Time-in-lieu	☒	☐	☒	☐
Telecommuting	☐	☒	☐	☒
Part-time work	☒	☐	☒	☐
Job sharing	☒	☐	☒	☐
Carer's leave	☒	☐	☒	☐
Purchased leave	☒	☐	☒	☐
Unpaid leave	☒	☐	☒	☐

    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 equality indicator 4, please do so below:**

a) All managers are required to attend unconscious bias training.
b) For any portion of unpaid parental leave, AustralianSuper continues superannuation payments.

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

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

15. **Have you consulted with employees on issues concerning gender equality in your workplace?**

☒ Yes
☐ No (you may specify why you have not consulted with employees on gender equality)
    ☐ Not needed (provide details why):
    ☐ Insufficient resources/expertise
    ☐ Not a priority
    ☐ Other (provide details):

15.1 **How did you consult with employees on issues concerning gender equality in your workplace?**

☒ Survey
☒ Consultative committee or group
☐ Focus groups
☒ Exit interviews
☐ Performance discussions
☐ Other (provide details):

15.2 **Who did you consult?**

☒ All staff
☐ 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.**

During the reporting period we implemented a Diversity and Inclusion Reference Group. The purpose of this group is to drive the diversity agenda and increase awareness.

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16. **Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?**

☒ 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
 ☐ 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 you provide training for all managers on sex-based harassment and discrimination prevention?**

☒ Yes - 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):
☐ No (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 staff briefings.
- via the staff intranet and public website on our careers page.
- through his work as a Victorian Male Champion of Change.
- participation as a Pay Equity Ambassador.

2. During the reporting period we have been updating our office environments in all States. A key component of this project was to encourage the use of flexible working through creative office design, work style design, and new technology options. Staff were consulted on their preferred work styles, flexible working and technology preferences. The fund is investing in this project to cater for the diverse ways in which our staff prefer to work, and to promote flexibility and collaboration.

3. A key focus of our graduate and intern program is to ensure we meet our target of at least 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 managed to exceed 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 4 years. In 2017, 75% of first year graduates were female. We have retained 90% of female graduates since we commenced the program.

4. AustralianSuper only participates on external panels where there is female representation.

5. Taking an advocacy role on issues which impact disadvantaged members of the financial system, particularly around the gender super gap.

6. Looking at our investments through a lens of women on boards – our sustainability option has as one of its screening activities, to not include companies where there is no women on the board.

7. Working with key partners around the issue of family violence and the related financial exclusion of those whose lives are impacted by it. In 2016 we launched our Domestic Violence Policy and incorporated Family Violence provisions into our Enterprise Agreement.

8. We have been most challenged in the investments space. However, we have made some in-roads to attracting females to our investment group by:
- Being able to provide meaningful investment roles, without the hours, business development, travel etc. that might impede women working in more traditional investment houses.
- Focussed on our intern/grad programs, and 'growing our own' females from entry. Takes more time and more work, but this year, we had more female than male interns.
- Women attract more women – as we have managed to get more senior females across all our asset teams, other women follow. Also working with recruitment providers who specialise in finding women who may be looking to re-enter the workforce, or who are looking to change focus – help to make our campaigns more targeted.
- Sponsorship and mentorship – we participate in broader external mentor programs, like Women in Banking and Finance, and we provide an environment where our younger women are exposed to more senior women – we look for informal ways to encourage these interactions.
- More broadly, moving people across teams within the Investments department, and providing opportunities for all staff to add to their skill set and provide space for opportunities.
- We are also trying to look for a more diverse pool to source candidates from, and cultivate longer term relationships with our employees of the future.
- Thinking more broadly around development opportunities – particularly around supporting board aspirations through participation in AICD programs.

9. Diversity and Inclusion Audit:
We ran a full diversity and inclusion audit and achieved a completion rate of 70%. The survey confirmed:
- Flexibility is a clear strength of the fund.
- Female managers returned responses more favourable than the norm (compared to other financial institutions).
- The focus of our 5 year Diversity and Inclusion Strategy aligns with the issues that matter most to our people.

10. New 5 year People and Culture Strategy:
Implementation of a new 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 and retention; succession and talent management; targeted development; performance redesign; diversity and inclusion; EVP; safety and wellness; remuneration; workplace flexibility; and workplace environment.

11. New 5 year Diversity & Inclusion Strategy:
Implementation of a new Diversity and Inclusion Strategy and Scorecard FY16-FY20. Key focus areas include gender, flexibility, Indigenous Australians, disability and age. Within the gender space, key action areas include:
- Targeted development and mentoring of key women identified for future leadership positions.
- Active management of pay equity.
- Full review of succession planning and talent identification.
- External profiling of key female talent.
- Further initiatives to support flexible work.
- Conduct full diversity survey to obtain feedback from staff.
- Focus on development of women into leadership roles.

12: Partnership with Diverse City Careers:
As part of the partnership that we established in 2016 with Diverse City Careers (DCC), a relatively new sourcing channel that focuses on providing women with access to WGEA accredited employers, we were also

given the option of being assessed for Flex Able certification. This is an assessment of our commitment to flexible working arrangements for the Fund's employees. After a series of audits and interviews that examined not only our policies and standards, but also explored how we go about implementing flexible working arrangements, we were awarded the Flex Able accreditation.

13. Partnership with Working Mothers Connect as a talent pipeline.

Gender composition proportions in your workplace

Important notes:

1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. 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 47.4% females and 52.6% males.

Promotions

2. 38.6% of employees awarded promotions were women and 61.4% were men
    i. 27.8% of all manager promotions were awarded to women
    ii. 46.2% of all non-manager promotions were awarded to women.

3. 10.2% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

4. 44.2% of employees who resigned were women and 55.8% were men
    i. 30.8% of all managers who resigned were women
    ii. 48.7% of all non-managers who resigned were women.
5. 10.2% of your workforce was part-time and 11.5% 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:

Ian Silk

Confirmation CEO has signed the report:

CEO signature:

Date: