

Employer Public Report

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Submitted By:

The Trustee for AUSTRALIANSUPER 65714394898

Public Reports

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

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

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

The Public Report must be:

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

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

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

Gender Equality Standards

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



Workplace Overview

Policies & Strategies

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

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

Yes

Policy; Strategy

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

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

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

Yes

Policy; Strategy

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

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

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

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; Increase the number of men taking parental leave; To have a gender balanced governing body (at least 40% men and 40% women)

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



AustralianSuper's Diversity, Equity, and Inclusion (DEI) Plan FY22-25 is set to conclude on 30 June 2025, marking three years of significant progress. During this period, the Fund has:

- Achieved 50% female representation at both Board and Executive levels.
- Reached 45% female representation at the Chief Executive -3 level.

Closing the gender pay gap remains a key priority, with continuous efforts driving us toward achieving pay equity. Looking ahead, our new Diversity, Equity, and Inclusion Strategy FY26-28 will launch in July 2025. Grounded in our commitment to helping members achieve financial security in retirement, the strategy will focus on psychological safety, inclusion, and respect. It aims to remove barriers to diverse talent representation at all levels, fostering a truly equitable workplace. Key initiatives of the new strategy include:

- Maintaining gender targets of at least 40/40/20 Fund-wide.
- Implementing year-on-year goals to eliminate the gender pay gap.
- Expanding data collection to enhance analysis of intersectionality, ensuring a deeper understanding of colleagues' attributes and workplace experiences.

Through these initiatives, AustralianSuper is committed to embedding DEI into everyday thinking, working, and leadership, driving meaningful and lasting change.



Workplace Overview

Governing Bodies

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

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

Organisation: The Trustee for AUSTRALIANSUPER

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

No

B. What is the name of your governing body?

Board of Directors

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

Board of Directors

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

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	7	4

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

Yes

Selected value: Policy

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

Selection process for governing body members; Gender diversity on candidate shortlists; Succession planning for the governing body; Gender diversity and inclusion



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

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 12

For the Members: 12

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

No

Selected value: Governing body is already gender balanced (at least 40% women and 40% men);Other

Other value: As at 31 March 2025 the AustralianSuper Board comprised of 58% women and 42% men. The Trustee Board has set a measurable objective to maintain at least 50% female Board composition.

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity; Other

Provide Details: Achieving gender equity is the current focus on the Board. While measurable objectives have not been set for other diversity areas, broader diversity considerations are taken into account in Board recruitment and selection.

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

The Trustee's shareholders and the Board recognise the importance of having appropriate expertise, experience and commitment to AustralianSuper's values on the Board and on Board Committees. There is also a commitment to remaining open to new ideas and independent thinking whilst retaining corporate knowledge and expertise when considering succession planning for key roles.



Action on Gender Equality

Gender Pay Gaps

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

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

Yes

Policy; Strategy

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

To achieve gender pay equity; To close the gender pay gap; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

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

Yes

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

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

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

Within the last 12 months



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

Yes

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

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

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

AustralianSuper is dedicated to closing the gender pay gap and ensuring equal access to employment terms and conditions for all genders. We are committed to transparency in reporting our progress and taking meaningful action to achieve equity. As part of our approach, we conduct annual remuneration reviews, carefully assessing pay equity across our workforce. Prior to and following these reviews, we report gender pay gap insights to our Board, ensuring accountability. Additionally, we provide guidance to remuneration managers, identifying areas where gender pay gaps exist and where adjustments may be necessary. Our Diversity, Equity, and Inclusion Strategy for FY26-28 will set year-on-year targets to progressively reduce the gender pay gap. We hold ourselves accountable by consistently tracking our progress and implementing targeted actions to meet these goals. At AustralianSuper, remuneration is based on role and performance—not gender. While we have an equal gender distribution across our total workforce, our gender pay gap is influenced by a higher proportion of men in senior roles within specific disciplines and a greater representation of women in junior positions. Addressing this imbalance remains a key focus as we work toward a more equitable future.



Action on Gender Equality

Employee Consultation

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

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

Yes

2.4a How did you consult employees?

Employee experience survey; Consultative committee or group; Exit interviews; Performance discussions

2.4b Who did you consult?

ALL staff Employee representative group(s); Women and men who have resigned while on parental leave

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

Yes

Policy; Strategy

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

The AustralianSuper 2025 Colleague Survey had 95% (women 94%, men 95%) of respondents agreed or strongly agreed that 'My people leader demonstrates support for gender equality in the workplace'.



Flexible Work

Flexible Working Arrangements

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

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

Yes

Policy; Strategy

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

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

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

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



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

AustralianSuper is proud of its industry leading Blended Working Policy. The principles of the Blended Working Policy are now enshrined in the Fund's Enterprise Agreement which covers all colleagues of the Fund. The Policy does not mandate a specific percentage of working days or days of the week to be present in an AustralianSuper office. The Blended Working Policy states: AustralianSuper's approach to Blending Working recognises that work is organised and designed around delivering to our purpose for members. AustralianSuper prioritises diversity and inclusion and acknowledges that many Colleagues require alternatives to the traditional, exclusively in an AustralianSuper office model. Colleagues are expected to maintain regular access and connection to AustralianSuper offices. The AustralianSuper 2025 Colleague Survey had very positive results from colleagues of all genders. • 97% of respondents agree or strongly agree "My people leader supports employees with family or other caring responsibilities, regardless of gender". • 94% of respondents agree or strongly agree "I have the flexibility I need in my work schedule to meet both work and other commitments" •

91% of respondents agree or strongly agree that "using flexible work arrangements is not a barrier to achieving my career objectives at AustralianSuper".



Employee Support for Parents and Carers

Paid Parental Leave

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

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer distinction

4.1a Please indicate whether your employer-funded paid primary carers leave is available to:

All, regardless of gender

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

Birth; Adoption; Surrogacy; Stillbirth

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

Paying the employee's full salary

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

Lowest entitlement: 20

Highest entitlement:

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

Permanent employees; Contract/fixed term employees

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

No qualifying period

4.1g Do you require carers to take employer-funded paid parental leave within a



certain time after the birth, adoption, surrogacy and/or stillbirth?

Anytime within 24 months

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

No

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

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

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

AustralianSuper is proud of the generous paid parental leave (PPL) benefit available to colleagues with no qualifying period for a parent. The Fund does not differentiate between primary and secondary carers, all of whom are eligible for 20 weeks PPL, as reflected in the Enterprise Agreement. Additionally, there is no requirement to have returned to work to be eligible for additional paid leave for the birth of another child. At AustralianSuper we have gender parity in the overall uptake of PPL, though women still take longer periods of leave. The Fund is actively working to encourage men to increase the amount of time they take for parental leave. AustralianSuper hosts six monthly Keeping in Touch virtual sessions for colleagues on parental leave, facilitated by the Chief Colleague Officer with attendees reflecting a mix of genders. These sessions are voluntary and allow attendees to connect, share stories and hear key Fund updates. Additionally, colleagues can access 10 Keeping in Touch paid days, when they are on unpaid parental leave. This allows colleagues to refamiliarise themselves with the work environment as a parent or attend key training sessions, to name a few ways it can be used. AustralianSuper's purpose is to ensure members achieve their best possible retirement outcome. In line with this purpose, the Fund pays superannuation for colleagues on parental leave at the full time rate for 104 weeks after the birth of a baby.



Employee Support for Parents and Carers

Support for Carers

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

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

Yes

Policy; Strategy

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

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

Provide details: Up to four weeks purchased leave per annum. Five additional days of paid leave throughout the year, for any purpose including caring. Colleagues are also eligible for unpaid leave including 52 weeks to care for their grandchildren.

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

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes



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



4.6 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

AustralianSuper believes that the combination of paid parental leave, five additional days of paid leave per annum, the option of purchased leave and unpaid leave and the blended working policy, provide genuine support to colleagues with caring responsibilities. We see this as a key colleague value proposition to attract and retain outstanding talent, who will work to improve retirement outcomes for members while balancing their personal commitments.



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

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

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

Yes

Policy; Strategy

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

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

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

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

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

Yes



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

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

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

;Other

Provide Details: Please refer to 5.9 for an extended response.

Chief Executive Officer or equivalent

Yes

At staff inductions; Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy); More often than annually

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

Yes



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

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

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

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

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

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

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Gender of the complainant/aggrieved or victim; Outcomes of investigations

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

Governing body

Yes

Multiple times per year

CEO or equivalent

Yes

Multiple times per year

Key Management Personnel

Yes

Multiple times per year

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

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Performance against the seven standards outlined by the Australian Human Rights Commission for complying with the positive duty

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

5.3 other: The AustralianSuper Board Directors are deeply committed to upholding the Fund's expectations for a safe and respectful workplace. During a Board meeting a colleague made an inappropriate comment. Following the meeting, Board Directors raised the matter with the Chief Executive and Chief Colleague Officer. As a result, appropriate action was taken: the colleague received counselling and was required to complete training focused on respectful workplace behaviours. A Board Director also spoke with the colleague concerned regarding the Board and the Fund's expectations for respectful behaviours. 5.9 details. We take a proactive, person-centred, and systems-led approach to preventing and responding to unlawful workplace behaviour—driven by strong leadership, inclusive culture, and continuous improvement. Prevention is embedded through training, clear expectations, and risk controls, while response is supported by accessible, trauma-informed reporting channels. We provide care throughout the process and monitor data to ensure our zero-tolerance stance is effective and enforced. AustralianSuper does not permit non-disclosure agreements under any circumstances. We have not reported the nature of workplace harassment, analysis of sexual harassment trends or the effectiveness of the response – because the Fund has not had any



reports.



Harm Prevention

Family or Domestic Violence

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

Yes

Policy;Strategy

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

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	Yes
Emergency accommodation assistance	Yes

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

Access to paid domestic violence leave?

Yes

Is it unlimited?

Yes

Access to unpaid domestic violence leave?

No

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



AustralianSuper understands that family and domestic violence (FDV) has a wide ranging and severe impact on individuals, families and communities across Australia. The provision of uncapped paid family and domestic violence leave in our Enterprise Agreement is a formal way we support colleagues in such situations. This means that colleagues never have to take unpaid FDV leave. Additionally, our Employee Assistance Program (EAP) provider offers specialist services including a family and domestic violence specialist helpline. This helpline provides “a specialist counsellor and access support around domestic and family violence, including access to counselling, referral to specialist services and assistance with planning for safety at work and at home”. In 2024 AustralianSuper engaged with an external training provider, to run a session “Responding to disclosures of family and domestic violence” for key members of the Colleagues and Culture team. The Fund’s Blended Working policy also supports colleagues who may need to work from a different location due to experiencing FDV.



Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: The Trustee for AUSTRALIANSUPER
Total group employee count: 1,869

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	351	449	0	0	800
	Full-time contract	22	28	0	0	51
	Part-time permanent	50	7	0	0	57
	Part-time contract	4	0	0	0	4
Professionals	Full-time permanent	321	309	0	0	630
	Full-time contract	48	42	0	0	92
	Part-time permanent	49	5	0	0	54
	Part-time contract	5	1	0	0	6
Technicians And Trades Workers	Full-time permanent	3	4	0	0	7
Clerical And Administrative Workers	Full-time permanent	88	44	17	14	132
	Full-time contract	12	8	0	0	20
	Part-time permanent	14	1	0	0	15
	Part-time contract	1	0	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	4	3	0	0	7
GM	Full-time permanent	24	37	0	0	61
	Full-time contract	1	0	0	0	1
SM	Full-time permanent	127	176	0	0	303
	Full-time contract	5	5	0	0	10
	Part-time permanent	14	2	0	0	16
	Part-time contract	1	0	0	0	1
OM	Full-time permanent	196	232	0	0	428
	Full-time contract	16	23	0	0	40
	Part-time permanent	36	5	0	0	41
	Part-time contract	3	0	0	0	3

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period
Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			5	8	22	16	51
Part-time	Permanent			1		1		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			3	5			8
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			46	44	62	55	207
Part-time	Permanent			4	1	4		9
Full-time	Fixed-term			6	3	6	7	23
Part-time	Fixed-term			2		1		3
N/A	Casual							

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			32	48	113	89	282
Part-time	Permanent			5		6	1	12
Full-time	Fixed-term			11	19	71	47	150
Part-time	Fixed-term			1	1	5		7
N/A	Casual							

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		1	12	23	21	20	77
Part-time	Permanent			4	4	1	1	10
Full-time	Fixed-term			3	4	8	5	20
Part-time	Fixed-term			1	1			2
N/A	Casual							

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			24	36	35	43	138
Part-time	Permanent			10		17		27
Full-time	Fixed-term						6	6
Part-time	Fixed-term							
N/A	Casual							

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				2	1		3
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

* Total employees includes Non-binary