



# Public report

2019-20

Submitted by

Legal Name: Telstra Super Pty Ltd







# Organisation and contact details

Submitting organisation details	Legal name	Telstra Super Pty Ltd
	ABN	86007422522
	4117010	K Financial and Insurance Services
	ANZSIC	6330 Superannuation Funds
	Business/trading name/s	Telstra Super Pty Ltd
	ASX code (if applicable)	N/A
	Postal address	PO Box 14309
		MELBOURNE VIC 8001
		AUSTRALIA
	Organisation phone number	(03) 9653 6000
Reporting structure	Ultimate parent	Telstra Super Pty Ltd
	Number of employees covered by this report	269





# All organisations covered by this report

Legal name	Business/trading name/s
Telstra Super Pty Ltd	Telstra Super Pty Ltd
Telstra Super Financial Planning Pty Ltd	





# Workplace profile

### Manager

Managan and making last and making	Deporting level to CEO	Fundament status		N	lo. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	5	9
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	8	15	23
		Full-time contract	0	0	0
Senior Managers	-2	Part-time permanent	2	0	2
· ·		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	2	5
		Full-time contract	0	0	0
	-2	Part-time permanent	1	0	1
		Part-time contract	0	0	0
0.0		Casual	0	0	0
Other managers		Full-time permanent	4	14	18
		Full-time contract	1	0	1
	-3	Part-time permanent	4	1	5
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers		•	27	38	65

Public report | www.wgea.gov.au 4





# Workplace profile

### Non-manager

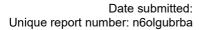
Niam management and antique	Coorder was and adaptive	No. of employees (excludi	ng graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)	Total amenia casa
Non-manager occupational categories	Employment status	i F i	M	F	I M	F	M	Total employees
	Full-time permanent	34	77	0	0	0	0	111
	Full-time contract	4	12	0	0	0	0	16
Professionals	Part-time permanent	23	1	0	0	0	0	24
	Part-time contract	1	1	0	0	0	0	2
	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	19	18	0	0	0	0	37
	Full-time contract	1	3	0	0	0	0	4
Clerical and administrative	Part-time permanent	7	2	0	0	0	0	9
	Part-time contract	1 1	0	0	0	0	0	1
	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	<u> </u>	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

Public report | www.wgea.gov.au 5





Non-management and anti-management	Francis var and atatus	No. of employees (exclud	ing graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total annulavana
Non-manager occupational categories	Employment status	F	М	j F	М	F	M	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	•	90	114	0	0	0	0	204







# Reporting questionnaire

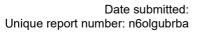
### Gender equality indicator 1: Gender composition of workforce

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 2019 to 31 March 2020. (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
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.2	Retention
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☑ Currently under development, please enter date this is due to be completed</li> <li>12-24 months. Although no formal retention policy exits currently. People Leaders are encouraged to apply retention practices in the form of engaging their people through recognition, ongoing performance and career conversations and offering further development opportunities and/or increase in scope of role and responsibilities. TelstraSuper provides the support and systems to facilitate retention in these forms.</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.3	Performance management processes
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> </ul>







	<ul> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.4	Promotions
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>Yes (select all applicable answers)</li> <li>Policy</li> <li>Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>Currently under development, please enter date this is due to be completed</li> <li>12 - 24 months - Although no formal KPI's exist with regards to gender equality for Managers, all our People Leaders are educated and made aware of our Diversity and Inclusion Strategy, its vision for the organisation of which includes gender equality as a key objective.</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
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	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	3	1	6
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	8	10
Number of appointments made to NON-MANAGER roles (including promotions)	35	55

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

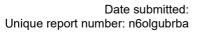
	Mana	igers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	4	4	9	12
Permanent/ongoing part-time employees	3	0	2	1
Fixed-term contract full-time employees	1	0	1	4
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

Gender Diversity and Equality is one of our three key areas of Focus from our Diversity and Inclusion Strategy. In the interest of building on our gender equality outcomes, we continue with our Recruitment Strategy and Process to ensure that all shortlists are to include, where possible, equal candidate representation from both genders. If no capable and suitable female is shortlisted, the attraction process is reviewed, adjusted and completed again. Our interview panels are also gender balanced to ensure that biases are eliminated from candidate selection process.

### Gender equality indicator 2: Gender composition of governing bodies

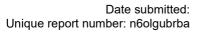
Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant 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.







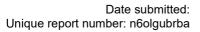
questi	of directors, trustees, committee of ma on relates to the highest governing boo		
2.1	Please answer the following questions	s relating to each governing body cov	ered in this report.
	Note: If this report covers more than or organisation before proceeding to que	estion 2.2.	
	If your organisation's governing body organisation's name BUT the numeric		
2.1a.1	Organisation name?		
	Telstra Super Pty Ltd		
£. IV. I	What gender is the Chair on this gover Chair at your last meeting)?	Female	Male
	Number	1	0
	Number	Female	Male
	Number	Female 4	Male 4
2.1d.1	Has a target been set to increase the re  Yes  No (you may specify why a target has Governing body/board has get Currently under development, Insufficient resources/expertise	epresentation of women on this gover not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp	rning body? n/20% either) leted
	Has a target been set to increase the re  Yes  No (you may specify why a target has Governing body/board has get Currently under development, Insufficient resources/expertise Do not have control over gove Not a priority	epresentation of women on this gover not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple	rning body? n/20% either) leted
	Has a target been set to increase the re  Yes  No (you may specify why a target has Governing body/board has get Currently under development, Insufficient resources/expertist Do not have control over gove Not a priority Other (provide details):	epresentation of women on this gover not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple	rning body? n/20% either) leted
2.1e.1	Has a target been set to increase the research of the set of the s	epresentation of women on this gover not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple	rning body? n/20% either) leted
2.1e.1	Has a target been set to increase the real Yes  Yes  No (you may specify why a target has Governing body/board has get Currently under development, Insufficient resources/expertiss  Do not have control over gove Not a priority  Other (provide details):  What is the percentage (%) target?	epresentation of women on this gover not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comple	rning body? n/20% either) leted
2.1e.1 2.1f.1	Has a target been set to increase the research of the set of the s	epresentation of women on this gover not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp e rning body/board appointments (provide	rning body? n/20% either) leted







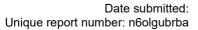
		<ul><li>✓ Yes (select all applicable answers)</li><li>✓ Policy</li></ul>
		<ul> <li>☑ Strategy</li> <li>☑ No (you may specify why no formal selection policy or formal selection strategy is in place)</li> </ul>
		☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise ☐ Do not have control over governing body appointments (provide details why)
		☐ Not a priority
		☐ Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
		The TelstraSuper Board has adopted a Gender Diversity objective that there will be at least four women on the Board, representing a female gender representation among Member and Employer nominated Directors collectively of at least 50% by 2022 - This target has been successfully achieved ahead of time.  We are very pleased that a new female Chairperson has been appointed to the Board which is captured in this
		reporting period.
	l remune er equali	protion between women and man is a key component of improving women's economic cocurity and progressing
	or oquan	eration between women and men is a key component of improving women's economic security and progressing ty.
3.		
3.	Do yo	ty.  u have a formal policy and/or formal strategy on remuneration generally?  s (select all applicable answers)
3.	Do yo ⊠ Ye	u have a formal policy and/or formal strategy on remuneration generally?  s (select all applicable answers)  Policy Strategy
3.	Do yo ⊠ Ye	u have a formal policy and/or formal strategy on remuneration generally?  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
3.	Do yo ⊠ Ye	u have a formal policy and/or formal strategy on remuneration generally?  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
3.	Do yo ⊠ Ye	u have a formal policy and/or formal strategy on remuneration generally?  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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate
3.	Do yo ⊠ Ye	u have a formal policy and/or formal strategy on remuneration generally?  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 Salaries set by awards/industrial or workplace agreements
3.	Do yo ⊠ Ye	u have a formal policy and/or formal strategy on remuneration generally?  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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):
3.	Do yo ⊠ Ye: □ No	u have a formal policy and/or formal strategy on remuneration generally?  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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):  Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
3.	Do yo ⊠ Ye: □ No	u have a formal policy and/or formal strategy on remuneration generally?  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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):  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
3.	Do yo ⊠ Ye: □ No	u have a formal policy and/or formal strategy on remuneration generally?  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 Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):  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
3.	Do yo ⊠ Ye: □ No	u have a formal policy and/or formal strategy on remuneration generally?  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 Salaries set by awards/industrial or workplace agreements Not-award employees paid market rate Not a priority Other (provide details):  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
3.	Do yo ⊠ Ye: □ No	u have a formal policy and/or formal strategy on remuneration generally?  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     Salaries set by awards/industrial or workplace agreements     Non-award employees paid market rate     Not a priority     Other (provide details):  Are specific gender pay equity objectives included in your formal policy and/or formal strategy?  Are specific gender 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







	<ul> <li>☑ To achieve gender pay equity</li> <li>☑ 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)</li> <li>☐ To be transparent about pay scales and/or salary bands</li> <li>☑ To ensure managers are held accountable for pay equity outcomes</li> <li>☑ To implement and/or maintain a transparent and rigorous performance assessment process</li> <li>☐ Other (provide details):</li> </ul>
	ve you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. nducted 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 om for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or alifications)
	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there room for discretion in pay changes (because pay increases can occur with some discretion such as performance sessments)
	<ul> <li>Non-award employees paid market rate</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>
4.0	1 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).
	Gender remuneration outcomes are analysed as part of the annual remuneration review process. Remuneration increases are analysed by job classification and gender; performance outcomes scores and gender; business unit and gender. We also perform analysis on gender remuneration outcomes by comparatios (remuneration position compared with the external market).
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	<ul> <li>✓ Yes – indicate what actions were taken (select all applicable answers)</li> <li>✓ Created a pay equity strategy or action plan</li> <li>✓ Identified cause/s of the gaps</li> <li>✓ Reviewed remuneration decision-making processes</li> <li>✓ Analysed commencement salaries by gender to ensure there are no pay gaps</li> <li>✓ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)</li> <li>✓ Analysed performance pay to ensure there is no gender bias (including unconscious bias)</li> <li>✓ Trained people-managers in addressing gender bias (including unconscious bias)</li> <li>✓ Set targets to reduce any organisation-wide gaps</li> <li>✓ Reported pay equity metrics (including gender pay gaps) to the governing body</li> <li>✓ Reported pay equity metrics (including gender pay gaps) to the executive</li> <li>✓ Reported pay equity metrics (including gender pay gaps) to all employees</li> <li>✓ Reported pay equity metrics (including gender pay gaps) externally</li> <li>✓ Corrected like-for-like gaps</li> <li>✓ Conducted a gender-based job evaluation process</li> </ul>







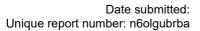
4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

We pride ourselves in providing a fair and competitive level of remuneration reward to attract and engage all our employees whilst implementing best practice remuneration programs to help drive our strategic and financial objectives.

# 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.

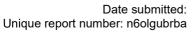
5.		RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.						
		Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?						
	time of indical time of paid p	is. (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), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please te 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 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), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded 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 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)  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 to eligible employees:						
		12						
5a.	carer	or organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.						
	12 we	eeks after 12 months of service; 24 weeks at half pay eligible after 12 months of services						







	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%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:  ☐ Adoption ☐ Surrogacy ☐ Stillbirth
6.	prima Do yo	CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.  u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
	⊠ Yes □ No □ No	
	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 to eligible employees:
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do sobelow.
		currently under review. Itly we offer 10 days leave, eligible after 12 months of services
	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%





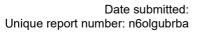
7.

8.

9.



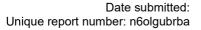
		notinoi your	employer funde	ed paid parenta	al leave for sec	Jonuary Co	arers covers:
	Surrogacy Stillbirth						
	many MANAGERS oyees still on paren					aid and/or	unpaid)? Include
		Primar	y carer's leave		Seconda	ry carer's l	eave
		Female	Ma	ile	Female		Male
lana	gers 1		1	0		0	
			Primary care				arer's leave
		1_	Female	Male		nale	Male
ave	, regardless of whe	n the leave c ere parental	eporting period commenced? leave was taker	1, ceased emplo	0 byment before with any othe	returning	to work from paren
ave nnua	many MANAGERS, , regardless of whe Include those wh al leave or any othe	during the re in the leave c ere parental er paid or unp nent' means a	eporting period commenced? leave was taker paid leave is als anyone who has	, ceased emplo n continuously to taken at that	oyment before with any other time.	returning r leave tyl	3 to work from paren
ave nnua	many MANAGERS, , regardless of whe Include those wh al leave or any othe 'Ceased employn	during the re in the leave c ere parental er paid or unp nent' means a	eporting period commenced? leave was taker paid leave is als anyone who has	, ceased emplo n continuously to taken at that	oyment before with any other time.	returning r leave tyl	3 to work from paren
eave nnua esigi	many MANAGERS, , regardless of whe Include those wh al leave or any othe 'Ceased employn	during the re in the leave c ere parental er paid or unp nent' means a	eporting period commenced? leave was taker paid leave is als anyone who has	1, ceased emplo n continuously to taken at that s exited the or	oyment before with any other time.	returning r leave tyl	3 to work from paren pe. For example, wh reason, including
eave nnua esign	many MANAGERS, , regardless of whe include those wh al leave or any othe 'Ceased employn nations, redundance gers  How many NON-I parental leave, re • Include the where annual lea	during the result of the leave or any other polyment?	eporting period commenced? leave was taker paid leave is als anyone who has alssals.	to taken at that sexited the order tring period, commenced? It taken at tak	oyment before with any othe t time. ganisation for eased employ	returning r leave typ whatever 0 ment before time.	3 to work from paren pe. For example, wh reason, including
eave nnua esig	many MANAGERS, , regardless of whe include those wh al leave or any othe 'Ceased employn nations, redundance gers  How many NON-I parental leave, re Include the where annual lea	during the result of the leave or any other polyment?	eporting period commenced? leave was taker paid leave is als anyone who has alssals.	to taken at that sexited the order tring period, commenced? It taken at tak	oyment before with any othe t time. ganisation for eased employ	returning r leave typ whatever 0 ment before time.	to work from paren pe. For example, wh reason, including Male ore returning to work







	9.1	Tournay mulcate which of the following are included in your nextble working arrangements strategy.
		<ul> <li>△ A business case for flexibility has been established and endorsed at the leadership level</li> <li>△ Leaders are visible role models of flexible working</li> <li>△ Flexible working is promoted throughout the organisation</li> <li>☐ Targets have been set for engagement in flexible work</li> <li>☐ Targets have been set for men's engagement in flexible work</li> <li>△ Leaders are held accountable for improving workplace flexibility</li> <li>△ Manager training on flexible working is provided throughout the organisation</li> <li>△ Employee training is provided throughout the organisation</li> <li>△ Team-based training is provided throughout the organisation</li> <li>△ Employees are surveyed on whether they have sufficient flexibility</li> </ul>
		<ul> <li>☑ The organisation's approach to flexibility is integrated into client conversations</li> <li>☑ The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)</li> <li>☑ Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel</li> <li>☑ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body</li> </ul>
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		es (select all applicable answers)    Output
		☐ 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.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities employer-subsidised childcare, breastfeeding facilities)?
	□ Ye	O (you may specify why non-leave based measures are not in place)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority  Other (provide details):  We offer our employees flexible work arrangements to balance their work and family commitments. We encourage the use of our EAP Service and Manager Support service. We have provided other adhoc support services as required in the form of coaching and parenting seminars.  Private rooms are available that can be used for Breastfeeding purposes.  TelstraSuper recently launched a pilot virtual school holiday program for school aged kids with KidsCo over several days with much success.  We are planning at expanding our support offerings in the near in the future as part of TelstraSupers broader Employee Value Proposition.
12.	Do yo	ou have a formal policy and/or formal strategy to support employees who are experiencing family or domestic nce?
		es (select all applicable answers)    Policy     Strategy     O (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 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
oxtimes 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
Other (provide details):
☐ No ( <u>yo</u> u 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):
Where any of the following options are available in your workplace, are those option/s available to both w
AND men?
flexible hours of work
• compressed working weeks

#### 14. omen

- 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.

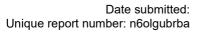
For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

$\boxtimes$	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-m	anagers	
	Formal	Informal	Formal	Informal	
Flexible hours of work	$\boxtimes$				
Compressed working weeks					
Time-in-lieu					
Telecommuting					
Part-time work	$\boxtimes$				
Job sharing					
Carer's leave					
Purchased leave					
Unpaid leave					

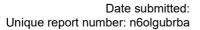






		□ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details): We are always working towards offering our employees greater flexibility and not only multiple ways of working but working smarter with the right technology. The recent pandemic has encouraged us to further explore roles which can be effectively performed away from the office on a more permanent basis. As an organisation we have increased our focus on workplace collaboration tools and enhancing the use of digital technology to facilitate and enable productive and effective flexible ways of working in many different forms. e.g. Skype meetings, shared projects sites and laptops for all staff. During the pandemic we proceeded with a laptop refresh initiative for all staff to better enable connection when remote working. Compressed working weeks are generally not promoted from a work health and safety perspective.
	14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:
		equality indicator 5: Consultation with employees on issues ing gender equality in the workplace
		quality indicator seeks information on what consultation occurs between employers and employees on issues nder equality in the workplace.
15.	Have y	ou 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?
		<ul> <li>Survey</li> <li>Consultative committee or group</li> <li>Focus groups</li> <li>Exit interviews</li> <li>□ Performance discussions</li> <li>□ Other (provide details):</li> </ul>
	15.2	Who did you consult?
		<ul> <li>☑ All staff</li> <li>☐ Women only</li> <li>☐ Men only</li> <li>☐ Human resources managers</li> <li>☐ Management</li> <li>☐ Employee representative group(s)</li> <li>☐ Diversity committee or equivalent</li> <li>☐ Women and men who have resigned while on parental leave</li> <li>☐ Other (provide details):</li> </ul>

14.3 You may specify why any of the above options are NOT available to your employees.







15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

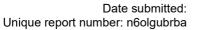
Our CEO and Leadership team are visible advocates in gender equality, leading initiatives and a culture that supports the advancement of female employees. This is achieved by sponsoring and participating in our internal mentoring program, Chairing the Diversity Council and supporting workplace initiatives such International Women" Day and Mothers day classic etc.

## 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.

Do you	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
⊠ Yes	s (select all applicable answers)  ☑ Policy □ Strategy
□ 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 ☐ 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?
	<ul> <li>✓ Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>Currently under development, please enter date this is due to be completed</li> <li>Insufficient resources/expertise</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>
Do you	u provide training for all managers on sex-based harassment and discrimination prevention?
	- 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
17.1	Other (provide details):  If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:
	No No No No No

#### 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.)

TelstraSuper has made great progress with its Diversity and Inclusion Roadmap and has recently being awarded the WGEA citation for the 2nd year in a row. TelstraSuper will endeavour to progress initiatives ahead of timeframes allocated and continue the great momentum and awareness raising on key gender equality and diversity matters ensuring a positive employee experience for all employees.





### 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 43.5% females and 56.5% males.

#### **Promotions**

- 2. 30.8% of employees awarded promotions were women and 69.2% were men
  - 50.0% of all manager promotions were awarded to women
  - ii. 14.3% of all non-manager promotions were awarded to women.
- 3. 16.4% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

#### Resignations

- 4. 48.8% of employees who resigned were women and 51.2% were men
  - i. 66.7% of all managers who resigned were women
  - ii. 41.4% of all non-managers who resigned were women.
- 5. 16.4% of your workforce was part-time and 14.6% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- . 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:	
CEO sign off confirmation	
Name of CEO or equivalent:	Confirmation CEO has signed the report:
Chris Davies	10 July 2020
CEO signature:	Date:
the their	