

TelstraSuper – Employer Statement

Reporting period: 1 April 2022 – 31 March 2023

Our diversity commitment

TelstraSuper is committed to maintaining an inclusive and diverse workforce that improves financial performance and outcomes for our members. We do this by encouraging mutual respect and empowerment, as well as fostering collaboration, flexibility, and fairness. This creates a working environment where people belong and enjoy coming to work, which in turn helps TelstraSuper grow and create long term sustainability for our members.

Driving change beyond our workplace is also an important part of our fund values. TelstraSuper is active in calling for gender equity in the wider community. Our CEO is a WGEA Gender Pay Equity Ambassador, and we regularly encourage the community – including employers – to consider the super gender gap and how they can play an active role to closing this gap.

Underpinning our approach to diversity and inclusion are our fund values of Care, Customer Focussed, Connected, Curious and Ownership. These values guide our actions and behaviours both within TelstraSuper and with our customers and members.

Our diversity objectives

Our diversity objectives focus us on our continued progression towards achieving our diversity commitment as outlined above.

- Maintaining and building on our strong and inclusive culture, where our people feel like they belong, are accepted, connected and are comfortable to share their ideas, opinions and challenge each other.
- Building diverse teams where all employees are equally represented, which enables us to leverage different experiences, perspectives and thinking to best serve our members.
- Continuing to build inclusive systems and processes by taking conscious steps to remove bias so that we can better support employees and prospective employees to be successful.
- Having zero tolerance for discrimination, harassment, vilification, and victimisation to promote an inclusive and safe workplace; and
- Regularly monitoring and measuring the achievement of these diversity objectives.

Our progression

Continuing to improve gender diversity in key areas of the business is one of the focus areas of our current inclusion and diversity strategic roadmap. We are proud that over the past 18 months we have made substantial progress towards our objectives, including;

- Maintaining our accreditation as WGEA Employer of Choice for Gender Equality.
- Our CEO continues to be a Pay Equity Ambassador.
- Enhancing our parental leave policy, including 16 weeks' paid leave for caregivers and paying superannuation on any unpaid portion of parental leave.
- Introducing 3 days of grandparents leave for employees who want to support their children.
- Committing to pay Superannuation Guarantee (SG) contributions at the full-time rate for up to 2 years for people returning from parental leave on part time hours.
- Including gender as a key lens when conducting recruitment, talent assessments and remuneration reviews.

- Promoting more women into senior roles resulting in closing the gender gap at certain levels across the business.

Understanding the gender pay gap

The **gender pay gap** is the difference in average earnings between women and men and is usually shown as a percentage. If it is a positive percentage, men are earning more across TelstraSuper. If it is a negative percentage, women are earning more across TelstraSuper.

The gender pay gap is not to be confused with women and men being paid the same for like roles, or comparable jobs (this is referred to as pay equity).

Table 1 below shows the median **gender pay gaps** for total remuneration and base salary against our industry comparison groups¹.

While we recognise that any gender pay gap should be closely considered, our median total remuneration and median base salary gender pay gap is substantially below that of the industry comparison group and substantially below that of the subgroup for companies of our size.

Table 1. TelstraSuper's median gender pay gaps

	TelstraSuper 2022-23	Financial and insurance services (industry comparison group)	Insurance and Superannuation (sub- group)
Median total remuneration	12.0%	27.3%	30.4%
Median base salary	11.7%	24.4%	29.7%

Our 12% median total remuneration gap is primarily driven by some of our higher paying roles that attract significant variable pay being held by men (such as those in investments, technology, and executive management) In addition, women tend to be over-represented in many of our lower paying and/or administrative roles. This does tend to be an industry wide trend, that we continue to strive to correct.

How we are continuing to close the gap

Gender Balanced Workforce

As of January 2024, TelstraSuper has a gender composition in our Board, Key Management Personnel and Senior Manager roles of 47% women and 53% men.

We are working towards achieving a more balanced gender composition, particularly at senior and entry levels, as well as in key areas of our business such as investments, technology and data. This will be a key factor in addressing and reducing the gender pay gap at TelstraSuper.

We also continue to set gender targets across all levels of the business. Our Board Governance Framework mandates that at least 50 per cent of employer and member nominated directors are to be female. For other employees at TelstraSuper, the targets require 40 per cent female,

¹ TelstraSuper's Industry Comparison Groups include the Financial and Insurance Services group as well as the Insurance and Superannuation sub-group for organisations of between 250-499 employees.

40 per cent male, and 20 per cent open (meaning they can be either male, female or non-binary):

To support us in building gender balanced teams and achieving these targets we have robust recruitment policies that focus on building balanced candidate pipelines and interview panels.

As part of our talent management and succession planning, we review the gender diversity of our talent and succession pipelines, identifying opportunities to increase female representation at all levels of the business through attraction, development, and retention initiatives.

Clear remuneration framework and annual gender pay audits

We have a robust remuneration framework that uses industry data to job match and benchmark every role within the organisation. Having this framework in place helps us to pay each role in line with market and to remove the bias and subjectivity in determining pay.

On an annual basis we conduct a thorough gender pay equity and pay gap analysis. We use this data to calculate both, across all our business units and levels and ensure plans are in place to address them.

Flexible and family friendly policies to encourage equal participation

We have introduced policies to encourage and support our employees to be able to participate in their caregiving responsibilities. This includes our hybrid and flexible working policies, our innovative parental leave policies that cover both parents and grandparents, continuing to pay Superannuation Guarantee (SG) on any unpaid parental leave taken, and paying SG based on a fulltime wage for employees who return from parental leave - regardless of the hours worked – for two years.

We know that having flexible working options encourages equal participation in the workplace for caregivers and helps to address the gender pay gap. Our flexible working policies and ways of working support various part time and full arrangements for all employees. Increasing the number of men in lower paying and/or administrative roles and in part time roles is an ongoing focus for TelstraSuper.

Conclusion

We believe that gender equality is a key contributor to economic success – both for individuals and collectively. TelstraSuper will continue to build and support a diverse and inclusive workplace where everyone can thrive. We welcome the opportunity to share our gender data with the community, and will continue to look for opportunities to accelerate our progress in this space.