



Public report

2019-20

Submitted by

Legal Name: FSS Trustee Corporation

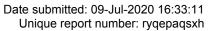






Organisation and contact details

Submitting organisation details	Legal name	FSS Trustee Corporation
	ABN	11118202672
	ANZSIC	K Financial and Insurance Services 6330 Superannuation Funds
	Business/trading name/s	First State Super
	ASX code (if applicable)	
	Postal address	Level 21, 83 Clarence Street Sydney NSW 2000 AUSTRALIA
	Organisation phone number	(03) 8613 9400
Reporting structure	Number of employees covered by this report	1,029



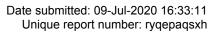




Workplace profile

Manager

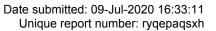
Manager occupational categories	Reporting level to CEO	Employment status		N	o. of employees
ivianagei occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	4	7
		Full-time contract	0	1	1
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	2	3
		Full-time contract	0	0	0
Other executives/General managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	16	23	39
		Full-time contract	0	0	0
	-2	Part-time permanent	2	0	2
		Part-time contract	0	0	0
Conica Managaga		Casual	0	0	0
Senior Managers		Full-time permanent	12	18	30
		Full-time contract	0	1	1
	-3	Part-time permanent	3	1	4
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	3	6
		Full-time contract	0	0	0
Other managers	-2	Part-time permanent	0	0	0
_		Part-time contract	0	0	0
		Casual	0	0	0







Managar acquiretional actoroxica	Deporting level to CEO	Employment status		N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	11	16	27
		Full-time contract	0	0	0
	-3	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	11	15
		Full-time contract	0	0	0
	-4	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			59	81	140



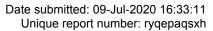




Workplace profile

Non-manager

Non manager appunational actorogrica	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	279	369	0	0	0	0	648
	Full-time contract	33	11	0	0	0	0	44
Professionals	Part-time permanent	62	9	0	0	0	0	71
	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	57	46	0	0	0	0	103
	Full-time contract	5	1	0	0	0	0	6
Clerical and administrative	Part-time permanent	10	3	0	0	0	0	13
	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
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		448	441	0	0	0	0	889





Reporting questionnaire

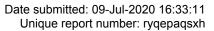
Gender equality indicator 1: Gender composition of workforce

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
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







1.4	Promotions
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	12	18	13	29
Permanent/ongoing part-time employees	0	0	1	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)	45	46
Number of appointments made to NON-MANAGER roles (including promotions)	125	119

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

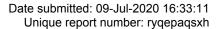
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	12	19	59	83
Permanent/ongoing part-time employees	0	0	9	0
Fixed-term contract full-time employees	0	1	8	1
Fixed-term contract part-time employees	0	0	2	0
Casual employees	0	0	0	0

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

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.



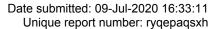




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Organisation name?		
	First State Super Services Pty Ltd		
2.1b.1	What gender is the Chair on this gove Chair at your last meeting)?	rning body (if the role of the Chair rota	ates, enter the gender of the
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?
		Female	Male
	Number	6	6
2.1g.1	Currently under development,Insufficient resources/expertis	nder balance (e.g. 40% women/40% mer please enter date this is due to be comp e erning body/board appointments (provide	leted
2.2	organisations covered in this report? Yes (select all applicable answers) Policy Strategy No (you may specify why no formal selection in place for some governing be Currently under development, Insufficient resources/expertis	please enter date this is due to be comp	y is in place) leted
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or ☐ Yes ☐ No	partnership structure (i.e. select NO if y Inc; or an "unincorporated" entity)?	our organisation is an





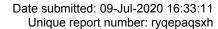


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

	Yes (select all applicable answers) ☑ Policy
	⊠ Strategy
	No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements
	☐ Non-award employees paid market rate
	☐ Not a priority ☐ Other (provide details):
	Cities (provide details).
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	☐ Yes (provide details in question 3.2 below)
	No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed
	⊠ Salaries set by awards/industrial or workplace agreements □ Insufficient resources/expertise
	□ Not a priority
	progression rather than gender, so we are taking a targeted approach (which does not include
	remuneration) based on analysis outcomes.
	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)?
co	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:
co	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: \(\sum \) Within last 12 months
co	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
CO	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):
co ⊠	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)
co ⊠	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
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con in roce	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 me for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
con roc	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 me for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or alifications)
rocqua	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 m 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
rocc qua	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 me for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or alifications)
con S	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 mor 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) Non-award employees paid market rate
con S	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 on 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 froom for discretion in pay changes (because pay increases can occur with some discretion such as performance sessments)



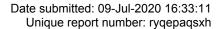




4.01 You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).

Previous analysis outcomes showed no organisation wide pay gap, but outcomes varied by division. Based on this, the most recent analysis was more detailed and focused on certain divisions to understand the nature of the issues. Gaps analysed were division wide, by grade and like-for-like by market match as well as job title.

	4.1	Did you take any actions as a result of your gender remuneration gap analysis?
		Yes − indicate what actions were taken (select all applicable answers) Created a pay equity strategy or action plan Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Analysed performance pay to ensure there is no gender bias (including unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any organisation-wide gaps Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to the executive Reported pay equity metrics (including gender pay gaps) to the gentified Corrected like-for-like gaps Solutional provide details): No (you may specify why no actions were taken
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
		equality indicator 4: Flexible working and support for employees nily and caring responsibilities
WILI	I Iaii	mily and caring responsibilities
emplo suppo to con	yment t rting en nbine pa	will enable the collection and use of information from relevant employers about the availability and utility of terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements inployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental uality 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.
		ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
		s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination)





5a.

6.



tim pai	No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please dicate 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 ne over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded id 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 ne over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) No, not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
	14
cai	your organisation would like to provide additional information on your paid parental leave for primary rers e.g. eligibility period, where applicable the maximum number of weeks provided, and other rangements you may have in place, please do so below.
mo prir sec	weeks paid leave available after 12 months continuous service at the time of birth/adoption/placement. 12 onths unpaid leave at any time, no minimum service period required. Secondary carer's can switch to mary carer within first year of birth/adoption/placement and access 14 weeks paid leave (less any condary carer's leave taken). Leave can be taken at half pay. No minimum service period between returning im parental leave and accessing paid parental leave again.
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:
	⊠ Stillbirth
Λ"	"SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the
	imary carer.
	you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and omen, in addition to any government funded parental leave scheme for secondary carers?



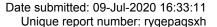
6a.

7.



☐ No,	Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY No (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):				
6.1		ave are provided (e.g. l		e is provided for SECOND of service) enter the MINIMI	ARY CARERS? If different JM number of days provided
	10				
				ion on your paid parental l have in place etc, please d	
months leave of	s service. This I an be taken at	eave can be taken at any	y point within 12 m 20 days. Seconda	re, for employees who have on the birth or adoption ary carers can also taken an Pay.	. 10 days paid
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%				
6.3	Please indica	te whether your employ	er funded paid p	arental leave for secondary	carers covers:
	✓ Adoption✓ Surrogacy✓ Stillbirth				
		RS have taken parental arental leave, regardles		reporting period (paid and nenced.	l/or unpaid)? Include
		Primary carer's	s leave	Secondary carer	's leave
		Female	Male	Female	Male
Manag	ers	14	0	0	3

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







	Primary carer's leave		Secondary carer's leave		
	Female	Male	Female	Male	
Non-managers	48	1	0	18	

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

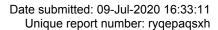
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies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

	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	3	0

	⊠ Ye:	s (select all applicable answers) ☐ Policy
	□ No	 Strategy (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Don't offer flexible arrangements □ Not a priority □ Other (provide details):
	9.1	You may indicate which of the following are included in your flexible working arrangements strategy:
		 A business case for flexibility has been established and endorsed at the leadership level Leaders are visible role models of flexible working Flexible working is promoted throughout the organisation Targets have been set for engagement in flexible work Targets have been set for men's engagement in flexible work Leaders are held accountable for improving workplace flexibility Manager training on flexible working is provided throughout the organisation Employee training is provided throughout the organisation Team-based training is provided throughout the organisation Employees are surveyed on whether they have sufficient flexibility The organisation's approach to flexibility is integrated into client conversations The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement) Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
10.	Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye:	s (select all applicable answers) Policy Strategy



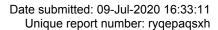




	□ No	you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	you may specify why non-leave based measures are not in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		Employer subsidised childcare
		☐ Available at all worksites ☐ Parenting workshops targeting fathers ☐ Available at some worksites only ☐ Available at all worksites ☐ None of the above, please complete question 11.2 below

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

12.







	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority □ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ∑ Yes (select all applicable answers) ∑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ∑ Training of key personnel A domestic violence clause is in an enterprise agreement or workplace agreement ∑ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid leave ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice ☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☐ Flexible working arrangements ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details): ☐ No (you may specify why no other support mechanisms are in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a ware of the need ☐ Not a priority ☐ Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? I flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave
	 unpaid leave. Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO. ∑ Yes, the option/s in place are available to both women and men. ☐ No, some/all options are not available to both women AND men.

Which options from the list below are available? Please tick the related checkboxes.

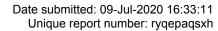
• Unticked checkboxes mean this option is NOT available to your employees.





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

	14.3	You may specify why any of the above options are NOT available to your employees.
		 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☑ Other (provide details): Some options are not offered informally as it is not practical to do so
	14.4	If your organisation would like to provide additional information relating to gender equality indicator please do so below:
		We are currently reviewing our flexible working policy to enhance the offering, encourage more employees to take up flexible practices, and to consider adding specific targets into the accompanying strategy.
		equality indicator 5: Consultation with employees on issues ing gender equality in the workplace
		equality indicator seeks information on what consultation occurs between employers and employees on issues ender equality in the workplace.
15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Yes	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): Staff meetings to discuss gender pay equity study results
	15.2	Who did you consult?

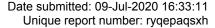






☐ Women only

	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		We include a number of questions regarding pay equity and gender equality in our regular employee engagement surveys.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
artici	pation.	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Yes	s (select all applicable answers)
	□ 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?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
17.	Do you provide training for all managers on sex-based harassment and discrimination prevention?	
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):







17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Our annual code of conduct attestation must be acknowledged and signed by all employees, and it includes reference to our zero tolerance towards any sort of discrimination and harassment. All new employees complete an e-learning module on our expected workplace behaviours to familiarise themselves with what our expectations are, and what is acceptable / unacceptable behaviour. Additionally, all employees are required to attend a bienniel, 2 hour face to face session on our code of conduct, workplace behaviour policy and relevant legislation.

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.)

We recently amended our leave policy to allow secondary carers (which we found were primarily men who took this leave) to become the primary carer within their childs first year, and access the primary career leave entitlement, in addition to their secondary carer entitlement. If secondary carer's leave has been already accessed, they are still entitled to max 12 weeks paid primary carer's leave.

We have removed the requirement for employees to have completed 12 months continuous service in order to access any unpaid parental leave entitlements.

As a result of Covid-19 we introduced a temporary leave type of 4 weeks special carer's leave that was to be used as part of a flexible work arrangement to allow for our employee's who have caring responsibilities (children aged 12 and under, elderly parents and/or family member with disability) to manage their situation/circumstances.

We continue to run lunch n learn sessions for employees to attend on topics such as flexible working, to further enhance and showcase the benefits of flexible work practices, and to encourage more employees to do so. As a result of Covid-19 we have seen the majority of our workforce spending a lot of their time working from home. We ran a competition for employees to show their best working from home setup on our internal communication page, Yammer. This further enhanced the tangible visibility of the benefits of working flexibly,

We continue to be a major supporter of Women in Super, and encourage attendance at all events.

We continue to have our CEO and executive team speak publicly on behalf of First State Super, on the topic of gender equality.





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 49.3% females and 50.7% males.

Promotions

- 2. 35.6% of employees awarded promotions were women and 64.4% were men
 - i. 40.0% of all manager promotions were awarded to women
 - ii. 32.6% of all non-manager promotions were awarded to women.
- 3. 9.4% of your workforce was part-time and 1.4% of promotions were awarded to part-time employees.

Resignations

- 4. 46.4% of employees who resigned were women and 53.6% were men
 - i. 37.5% of all managers who resigned were women
 - ii. 48.1% of all non-managers who resigned were women.
- 9.4% of your workforce was part-time and 5.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 4.8% 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. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: First State Super CEO sign off confirmation Name of CEO or equivalent: Deanne Stewart CEO signature: Date: