



Date Created: 29-05-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

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Precision Administration Services Pty Ltd 47098977667

The Trustee For Sunsuper Superannuation Fund 98503137921

One QSuper Pty Ltd 90601938774

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy; Strategy

Retention: Yes

Strategy

Performance management processes: Yes

Policy

Promotions: Yes.

Policy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Strategy

Key performance indicators for managers relating to gender equality: YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

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

Since the merger between Sunsuper and QSuper in February 2022, Australian Retirement Trust has been focused on integrating all aspects of the people experience, including strategies and policies that will advance the achievement of gender equity.

Governing Bodies

Organisation: Australian Retirement Trust Pty Ltd

1.Name of the governing body: Australian Retirement Trust Board of Directors

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 6	Male (M) 5	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value: Currently under development

Estimated Completion Date: 2023-06-30

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2023-12-31

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Currently under development

Estimated Completion Date: 2023-06-30

Organisation: One QSuper Pty Ltd

1. Name of the governing body: Australian Retirement Trust Board of Directors

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F)	Male (M)	Non-Binary

6	5	0
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4. Formal section policy and/or strategy: No
Selected value: Currently under development

Estimated Completion Date: 2023-06-30

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2023-12-31

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Currently under development

Estimated Completion Date: 2023-06-30

Organisation: Precision Administration Services Pty Ltd

1. Name of the governing body: Australian Retirement Trust Board of Directors

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	6	5	0

4. Formal section policy and/or strategy: No
Selected value: Currently under development

Estimated Completion Date: 2023-06-30

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2023-12-31

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Currently under development

Estimated Completion Date: 2023-12-31

Organisation: The Trustee For Sunsuper Superannuation Fund

1.Name of the governing body: Australian Retirement Trust Board of Directors

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 6	Male (M) 5	Non-Binary 0

4.Formal section policy and/or strategy: No

Selected value: Currently under development

Estimated Completion Date: 2023-06-30

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2023-12-31

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Currently under development

Estimated Completion Date: 2023-06-30

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

Noting ART's directors are nominated by nominating entities, the ART Board engages with nominating stakeholders to encourage succession planning and the nomination of potential candidates that will further diversify the composition of the Board.

#Action on gender equality

Gender Pay Gaps

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

Yes

Policy; Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To implement and/or maintain a transparent and rigorous performance assessment process

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Employer action on pay equality

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

No

Currently under development

Estimated completion date: 2023-12-31

- 3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.**

ART considers pay equity, ensuring that employees performing roles of a similar size and value are paid fairly and without bias.

Employee Consultation

- 1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?**

Yes

- 1.1 How did you consult employees?**

Focus groups; Survey

- 1.2 Who did you consult?**

ALL staff

- 2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**

No

Currently under development

Estimated Completion Date: 2023-12-31

- 3. On what date did your organisation share your last year's public reports with employees and shareholders?**

Employees:

Shareholder:

- 4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**

No

- 5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.**

Date Created: 29-05-2023

ART has completed a comprehensive discovery phase for the Inclusion and Belonging Strategy that has provided insights into ART's current state to enable ART to build a bold and ambitious approach to inclusion, diversity and belonging.

#Flexible Work

Flexible Working

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

Yes

Policy; Strategy

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

No

Currently under development

Estimated Completion Date: 2023-12-31

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Currently under development

Estimated Completion Date: 2023-12-31

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No

Currently under development

Estimated Completion Date: 2023-12-31

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

No

Currently under development

Estimated Completion Date: 2023-12-31

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

No

Other

Other: Targets will be reflective of the entire workforce participation, reflecting ART's commitment to inclusion.

Team-based training is provided throughout the organisation

Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

Don't know / Not applicable

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

As a default position, ART ensures all roles can be done in a hybrid manner.

Exceptions exist where a planned approach is implemented at a team level to ensure operational objectives can be achieved and flexibility provided.

#Employee Support

Paid Parental leave

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

Yes, we offer employer funded parental leave using the primary/secondary carer definition

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

Support for carers

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

Yes

Policy

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

- 2.1. **Employer subsidised childcare**

No

Not aware of the need

- 2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

Yes

Available at ALL worksites

- 2.3. **Breastfeeding facilities**

Yes

Available at ALL worksites

- 2.4. **Childcare referral services**

No

Not a priority

- 2.5. **Coaching for employees on returning to work from parental leave**

No

Other

Other: This is provided to an employee upon their request or if the need was identified.

- 2.6. **Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

- 2.7. **Internal support networks for parents**

No
Currently under development
Estimated Completion Date: 2024-03-31

2.8. Information packs for new parents and/or those with elder care responsibilities

No
Not a priority

2.9. Parenting workshops targeting fathers

No
Not a priority

2.10. Parenting workshops targeting mothers

No
Not a priority

2.11. Referral services to support employees with family and/or caring responsibilities

Yes
Available at ALL worksites

2.12. Support in securing school holiday care

No
Not aware of the need

2.13. On-site childcare

No
Not aware of the need

2.14. Other details: No

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

Sexual harassment, harassment on the grounds of sex or discrimination

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes
Policy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

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

All Non-Managers

Yes

Voluntary question: All Non-Managers

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

Family or domestic violence

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

Yes

Policy; Strategy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

Yes

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

Yes

Training of key personnel

No

Currently under development

Estimated Completion Date: 2023-12-31

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

Number of Days:

10

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

Number of days:

10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

Number of Days:

Access to unpaid leave

Yes

Is the leave period unlimited?

No

Number of days:

Provide Details: No

- 2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**