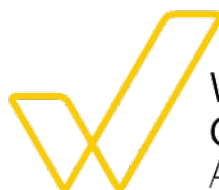




Date Created: 06-06-2023



Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

TPG Telecom Limited 76096304620

#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

Strategy

Retention: Yes

Strategy

Performance management processes: Yes

Strategy

Promotions: Yes.

Strategy

Talent identification/identification of high potentials: YesStrategy

Succession planning: No

Currently under development

Estimated Completion Date: 2023-12-31

Training and development: Yes

Strategy

Key performance indicators for managers relating to gender equality: NoCurrently under development

Estimated Completion Date: 2023-12-31

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

YesStrategy

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

Governing Bodies

Organisation: TPG Telecom Limited

1.Name of the governing body: TPG Telecom Board

2.Type of the governing body: Board of Directors

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
3	6	0

4. Formal section policy and/or strategy: Yes**Selected value:** Strategy**6. Target set to increase the representation of women: Yes****6.1 Percentage (%) of target:** 30**6.2 Year of target to be reached:** 31/12/2024**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?**

Yes

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

TPG Telecom acknowledges the ASX Corporate Governance Recommendations in relation to setting Board diversity targets, and guidance of not less than 30% of each gender Board representation for entities in the ASX S&P/300 Index. Although the current Board composition is not aligned with these recommendations, the Board has committed to move towards a minimum 30% gender target in its composition progressively as and when directorships become vacant. We developed these targets based on our current, postmerger employee profile to show our strong commitment to increasing gender equality throughout our organisation. As our business changes over time, we will re-visit our targets to ensure they continue to be ambitious, achievable and relevant to our business. More information can be found in the 2021 Corporate Governance Statement.

The TPG Telecom Code of Conduct provides that the Company will treat all employees and potential employees according to their skills, qualifications, competencies and potential and will not discriminate on the basis of race, religion, gender, sexual preference, age, marital status or disability. The following guidelines have been established to ensure compliance with the Code of Conduct:

- Selection of new staff, development, promotion and remuneration is on the basis of performance and capability;
- Training and development is offered across the Group including external technical courses, mentoring and secondments, in order to develop a diverse and skilled

workforce; and

- Reporting to Senior Management by managers and supervisors takes place in relation to employment issues, and review and analysis of exit interviews is undertaken to identify any discrimination related issues

#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 be transparent about pay scales and/or salary bands; To ensure managers are held accountable for pay equity outcomes

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

31/03/2023

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

TPG Telecom have a robust gender pay gap review process and analysis is conducted at least annually. With a primary focus on like-for-like comparison, pay gaps are identified and actions plans developed to close identified and unexplained gaps. Organisational wide gender pay gaps are also reviewed annually as part of our WGEA reporting. Our ongoing efforts to increase female representation in leadership and higher paying roles are expected to help close the gender pay gap at an organisational level.

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)?

Yes

1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

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

Yes

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) externally; Corrected like-for-like gaps

1.3 What type of gender remuneration gap analysis has been undertaken?

A like-for-like gap analysis; An overall organisation-wide gender pay gap

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

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?

Consultative committee or group; 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

Not a priority

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

Employees:

Yes

Date:25/05/2022

Shareholder:

Yes

Date:25/05/2022

4. Have you shared previous Executive Summary and Industry Benchmark 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.

To better understand the experience of our women, we invited female representatives across the business to participate in a number of informal open and honest focus groups run by our Gender Equality executive sponsor. These focus groups aimed to uncover what we could be doing better to help us improve and shift the dial for female representation and better shape our strategic plans, advocating and influencing to support those plans where needed but also in listening and learning.

In partnership with Inkling Group, in 2022 we launched our STEM Accelerate Program for internal female STEM talent. This program offers formalised and on-the-job learning, enabling individualised career and development experiences designed to unlock potential and support participants to grow and thrive. A key component of this program is a structured Sponsorship program where continuous feedback through consultation is provided.

We have also actively collected feedback through our bi-yearly spirit survey (culture survey), and through our Women in STEM and AccelerateHER program events. Some initiatives that have come from direct feedback over the years include mentoring, sponsorship of women in the STEM industry events, guest speaker engagements and regular catch ups for women in technology.

#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)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Not a priority

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

Yes

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

Yes

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

Not a priority

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 Formal options are available; Informal options are available

Time-in-lieu: Yes

SAME options for women and men

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

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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.

With flexibility core to our employee experience and an important factor for attracting future talent, we have continued to focus on our evolving flexibility proposition throughout 2022. In April 2022, we launched our Flex to Thrive campaign, both internally and externally. Flex to Thrive captures the variety of meaningful flexibility that is available to our employees, and we are proud to share real stories of how flex at TPG has supported our people on our Careers page of our website. We also implemented our Hybrid Working model of "it's not 0, but it's not 5" for our corporate and contact centre teams across Australia and are currently conducting a review of this program to help our strategy in 2023 continue to create the best employee experience possible whilst serving the needs of our customers and communities. More recently, we have started our phased implementation of Hybrid Working for our teams in Manila and this will be a continued focus for us as we move into next year. Looking forward, our property strategy will continue to be a key enabler for flexible working with relocations planned for our Sydney and Melbourne teams to improved spaces and bringing more people together to connect, collaborate celebrate and create.

#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

- 1.1. Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?

Yes

- 1.1.a. Please indicate whether your employer-funded paid parental leave for primary carers is available to:

All, regardless of gender

- 1.1.b. Please indicate whether your employer-funded paid parental leave for primary carers covers:

Birth; Adoption; Surrogacy; Stillbirth

- 1.1.c. How do you pay employer funded paid parental leave to primary carers?

Paying the employee's full salary

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1.1.d. Do you pay superannuation contribution to your primary carers while they are on parental leave?

Yes, on employer funded parental leave

1.1.e. How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?

16

1.1.f. What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?

71-80%

1.1.g. Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?

Yes

How long is the qualifying period (in months)?

1.1.h. Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 24 months

1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

Yes

1.2.a. Please indicate whether your employer-funded paid parental leave for secondary carers is available to:

All, regardless of gender

1.2.b. Please indicate whether your employer-funded paid parental leave for secondary carers covers:

Birth; Adoption; Surrogacy; Stillbirth

1.2.c. How do you pay employer funded paid parental leave to Secondary carers?

Paying the employee's full salary

1.2.d. Do you pay superannuation contribution to your secondary carers while they are on parental leave?

Yes, on employer funded parental leave

1.2.e. How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?

2

1.2.f. What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?

71-80%

1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access

employer funded parental leave?

Yes

How long is the qualifying period (in months)?

12

1.2.h. Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

Within 6 months

2. 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?

No

Insufficient resources/expertise

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

2.1. Employer subsidised childcare

No

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

No

Not a priority

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Not a priority

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

No

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

Yes

Available at ALL worksites

2.7. Internal support networks for parents

No

Other: While there is no formal internal support network for parents, we do have an informal internal network 'Parents@TPG Telecom' which acts as a forum for parents and carers where they can share resources, tools, strategies, advice, motivation, stories and m

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

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

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

2.13. On-site childcare

No

2.14. Other details: Yes

Provide Details:

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

We offer a competitive 16 weeks of paid parental leave in conjunction with a 4 for 5 benefit, which eases the return from parental leave by allowing employees to work a 30-hour week at full pay for the first six months. We also provide additional super payments to eligible female employees to address the super pay gap at retirement.

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; Strategy

- 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 Managers:

Yes

Voluntary question: All Non-Managers

Yes

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

Date Created: 06-06-2023

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

Yes

Policy

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

No

Insufficient resources/expertise

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

No

Not a priority

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Insufficient resources/expertise; Other

Provide Details: We will also approve any reasonable requests from an employee experience FADV for: - Changes to their span of hours or pattern of hours and/or shift patterns - Job redesign or change to duties - A change to their telephone number or email address.

Training of key personnel

No

Insufficient resources/expertise

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

Yes

Workplace safety planning

No

Insufficient resources/expertise

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

Yes

Is the leave period unlimited?

No

How many days are provided?

10

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

Yes

Is the leave period unlimited?

No

How many days are provided? 10

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

Yes

Is the leave period unlimited?

Yes

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Other: Yes

Provide Details:

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

Over the past two years, in partnership with Telco Together and other leading Australian telcos, we have worked hard to identify areas for collective action and responsibility within the industry that will have the greatest impact on reducing domestic violence while also supporting victims/survivors. Together, we developed a Domestic and Family Violence (DFV) Action Plan Framework which launched in April 2022. This framework supports more than 600 telcos across the world to apply a more informed, unanimous and consistent framework for their collective 70,000+ employees and millions of customers. TPG Telecom is a signatory to the 'Telco Industry Domestic and Family Violence Pledge' underpinned by the Framework. We are developing our Action Plan currently and look forward to progressing this further in 2023 to best support our customers and people.