2022 - 23 Gender Equality Reporting

Submitted By:

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Telstra International (Aus) Limited 35003429883

Telstra Limited 64086174781

Telstra Group Limited 56650620303

AMPLITEL Pty Ltd 15648133073

#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; Strategy

   Promotions: Yes.

   Strategy

   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.**

Governing Bodies

Organisation: Telstra Group Limited

1.Name of the governing body: Telstra Group Limited

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**
5	4	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

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

      6.1 Percentage (%) of target: 40
      6.2 Year of target to be reached: 30/06/2023

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?
Yes

Selected value: Policy; Strategy

Organisation: AMPLITEL Pty Ltd
1.Name of the governing body: Telstra Group Limited
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**
5	4	0

4.Formal section policy and/or strategy: Yes

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

  6.1 Percentage (%) of target: 40
  6.2 Year of target to be reached: 30/06/2023

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?
Yes
Selected value: Policy; Strategy

Organisation: Telstra Limited
1.Name of the governing body: Telstra Group Limited
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
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6. Target set to increase the representation of women: Yes

  6.1 Percentage (%) of target: 40
  6.2 Year of target to be reached: 30/06/2023

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?
Yes
Selected value: Policy; Strategy

Organisation: Telstra International (Aus) Limited
1.Name of the governing body: Telstra Group Limited
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**
5	4	0

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Selected value: Policy; Strategy

Organisation: Telstra Corporation Limited
1.Name of the governing body: Telstra Group Limited
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**
5	4	0

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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: Policy; Strategy

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

      The Board of Telstra Group Limited ('Board') actively seeks to ensure it has an appropriate mix of diversity, skills, experience, and expertise to enable it to discharge its responsibilities effectively and to be well equipped to help our company navigate the range of opportunities and challenges we face.

      Matters relating to Board (and Board Committee) composition are considered by the

Board and Nomination Committee in accordance with the framework set out in the Nomination Committee Charter and through processes implemented by the Board.

Our process for the selection, nomination and appointment of Directors involves a formal selection process undertaken by the Board, and an executive search firm is often engaged to assist in the process. As part of this process, the Board establishes criteria about the general qualifications and experience, as well as the specific qualifications, skills, and expertise, that a candidate should possess.

The Board utilises a skills matrix to assist it in maintaining an appropriate and diverse mix in its membership and identifying areas of focus. The matrix sets out the skills the Board currently has and is looking to achieve in its collective membership. See our 2022 Corporate Governance Statement for further information. 2022 Corporate Governance Statement. (Note: On 31 October 2022, Telstra Group Limited became the new listed head entity of the Telstra Group following implementation of the top hat component of the scheme of arrangement between Telstra Corporation Limited and its shareholders ("Scheme"). Telstra Group Limited has substantially the same corporate governance framework and arrangements as Telstra Corporation Limited had when it was the head listed entity, as outlined in our 2022 Corporate Governance Statement).

In respect of diversity, the Board considers diversity through a number of lenses – both gender and beyond – to provide fresh thinking and different perspectives on the Board (whether through age, experience or otherwise). In appointing new Directors, the Board is very conscious of putting in place the right balance of skills, knowledge, experience, and diversity on the Board to enable it to discharge its responsibilities effectively and add value.

Our diversity and inclusion policy (available at https://www.telstra.com.au/aboutus/investors/governance-at-telstra/documents-charters) provides the framework for the Board to set our measurable objectives for achieving diversity. Throughout the year, management and the Board (including through the Nomination and People & Remuneration Committees) assess our progress in achieving our objectives.

For FY23, the Board remains committed to its target of having at least 40% female representation among non-executive Directors, recognising that the level of gender diversity of the Board may be temporarily affected during periods of Board renewal.

As at 30 June 2022, there were three female non-executive Directors on the Board, equating to 37.5% non-executive Director female representation among non-executive Directors (or 33.3% of the overall Board).

As at 31 March 2023, there were four female non-executive Directors on the Board, equating to 44.4% non-executive Director female representation among non-executive Directors. In total there are 5 female Directors on the Board (including our

female CEO who is a member of the Board but is not a non-executive Director), equating to 50% female representation of the overall Board.

The Board has several initiatives in place to meet its strategic imperative of ensuring the company has a diverse Board including ensuring a diverse range of qualified candidates is considered for appointment. A number of Directors also participate in formal and informal programs and arrangements to assist in the development of a broader pool of skilled and experienced Board candidates, such as mentoring for executives and non-executive directors (both female and male) across public, private and not-for-profit sectors.

#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 ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

2. **What was the snapshot date used for your Workplace Profile?**
   02/01/2023

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)?**
   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

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 pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive

1.3 What type of gender remuneration gap analysis has been undertaken?
A like-for-like gap analysis; A by-level 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; Exit interviews; 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?**
Yes
Strategy

3. **On what date did your organisation share your last year's public reports with employees and shareholders?**
Employees:
Yes
Date:01/06/2022

Shareholder:
Yes
Date:26/08/2022

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

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

#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 aware of the need

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 aware of the need

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 menFormal options are available

Compressed working weeks: Yes
SAME options for women and menFormal options are available; Informal options are available

Flexible hours of work: Yes
SAME options for women and menFormal 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 menFormal options are available

Purchased leave: Yes
SAME options for women and menFormal 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 menFormal 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.**
   Variations made to the Telstra Award 2015 and included in the Telstra Limited Enterprise Agreement 2022-2024, Amplitel Enterprise Agreement 2022-2024 and Telstra InfraCo Fixed Enterprise Agreement 2022-2024 were made in 2022 to provide greater flexibility to employees.

   Employees have the ability to request to work at times that suit their personal circumstances, in particular, outside the standard Monday-Friday hours and the ability to split their shift hours (up to three discrete 'shift segments' in a day) and vary meal break times. An employee request to vary standard hours must be approved by Telstra. Employees can request, but Telstra will not ask them to work these arrangements.

#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 to all genders without using the primary/secondary carer definition

   1.1. **Please indicate whether your employer-funded paid parental leave covers:**
   Birth; Adoption; Stillbirth

   1.2. **How do you pay employer-funded paid parental leave to your carers, regardless of primary/secondary status?**
   Paying the employee's full salary

   1.3. **Do you pay superannuation contribution to your carers while they are on parental leave?**
   Yes, on employer funded parental leave; Yes, on government funded parental leave; Yes, on unpaid parental leave

   1.4. **How many weeks of employer-funded paid parental leave for carers is provided?**
   16

   1.5. **What proportion of your total workforce has access to employer-funded paid parental leave, including casuals?**
   81-90%

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

   > **1.6.1 How long is the qualifying period (in months)?**
   > 12

   1.7. **Do you require carers to take employer-funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?**
   Yes
   within 12 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?**

   Yes

   Policy; Strategy

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 aware of the need

   2.3. **Breastfeeding facilities**

   Yes

   Available at SOME worksites

   2.4. **Childcare referral services**

   Yes

   Available at SOME worksites

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

   Yes

   Available at ALL worksites

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

   Yes

   Available at ALL worksites

   2.7. **Internal support networks for parents**

   Yes

   Available at ALL worksites

   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

   Other: Benestar, our employee assistance provider, offer parenting support webinars for all parents (gender neutral in line with our parental leave policy).

   2.10. **Parenting workshops targeting mothers**

   No

Other: Benestar, our employee assistance provider, offer parenting support webinars for all parents (gender neutral in line with our parental leave policy).

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: No

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

Benestar, our employee assistance provider, offer parenting support webinars for all parents (gender neutral in line with our parental leave policy) as well as BeneHub which is an online resource directory that provides tools, blog posts, podcasts and learning modules curated to help people thrive.

Our Mental Health and Wellbeing Hub is designed to help our people find resources and support material that builds resilience and promotes a positive attitude toward maintaining mental health and building connections.

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
   At induction

   Annually

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

Yes

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
How may days are provided?
20

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
Yes
Is the leave period unlimited?
No

How may days are provided?   20

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
Yes
Is the leave period unlimited?
No

How may days are provided?   20

Access to unpaid leave
Yes
Is the leave period unlimited?
Yes

Other: No
Provide Details:

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

   Domestic Violence - If an employee requires more than twenty days leave in a calendar year, an uncapped period of additional paid and/or unpaid leave (as appropriate) may be provided at Telstra's discretion. An employee may also access, where appropriate, other forms of paid or unpaid leave

Workforce Management Statistics Table

Industry: Telecommunications Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	54	85	140
			Non-managers	331	579	914
	Part-time	Permanent	Managers	2		2
			Non-managers	19	1	21
	N/A	Casual	Non-managers		1	1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	7	8
			Managers	366	609	976
			Non-managers	1,547	3,178	4,757
		Fixed-Term Contract	Non-managers	1	4	5
	Part-time	Permanent	Managers	23	4	27
			Non-managers	114	38	152
	N/A	Casual	Non-managers	9	28	37
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs		1	1
			Managers	79	123	202
			Non-managers	1,472	1,701	3,191
		Fixed-Term Contract	Managers	1	3	4
			Non-managers	90	98	189
	Part-time	Permanent	Managers		1	1
			Non-managers	542	463	1,016
		Fixed-Term Contract	Non-managers	13	14	27
	N/A	Casual	Non-managers	416	474	897

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Telecommunications Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	1	1	2
			Non-managers	671	1,042	1,726
		Fixed-Term Contract	Non-managers	21	12	33
	Part-time	Permanent	Non-managers	274	181	459
		Fixed-Term Contract	Non-managers	5	4	9
	N/A	Casual	Non-managers	296	296	594
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	25	78	103
			Non-managers	256	536	793
	Part-time	Permanent	Managers	1		1
			Non-managers	57	7	64
	N/A	Casual	Non-managers	2	4	6

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Telecommunications Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1		1
			Non-managers	30	24	54
	Part-time	Permanent	Non-managers	17		17

* Total employees includes Non-binary

Workplace Profile Table

Industry: Telecommunications Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	843	1,719	0	0	2,566
	Full-time contract	1	4	0	0	5
	Part-time permanent	52	8	0	0	60
Professionals	Full-time permanent	2,915	5,989	83	42	9,078
	Full-time contract	56	56	0	0	113
	Part-time permanent	302	41	1	0	345
	Part-time contract	11	12	0	0	23
	Casual	3	0	2	0	5
Technicians And Trades Workers	Full-time permanent	393	3,970	42	39	4,468
	Full-time contract	2	19	0	0	21
	Part-time permanent	26	14	0	0	40
	Part-time contract	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	917	899	4	1	1,828
	Full-time contract	23	16	0	0	39
	Part-time permanent	154	47	0	0	205
	Part-time contract	0	2	0	0	2
	Casual	14	14	0	0	29
Sales Workers	Full-time permanent	1,191	1,640	3	0	2,850
	Full-time contract	2	3	0	0	5
	Part-time permanent	453	349	0	0	813
	Casual	366	530	0	0	901

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Non-binary

Workplace Profile Table

Industry: Telecommunications Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	1	0	1
KMP	Full-time permanent	0	6	6
GM	Full-time permanent	38	42	80
	Part-time permanent	1	0	1
SM	Full-time permanent	125	184	309
	Part-time permanent	7	0	7
OM	Full-time permanent	679	1,487	2,170
	Full-time contract	1	4	5
	Part-time permanent	44	8	52

* Total employees includes Non-binary