

TelstraSuper - Employer statement

Reporting period: 1 April 2023 – 31 March 2024

As a leading profit-to-member super fund employing more than 300 people around Australia, TelstraSuper is committed to maintaining an inclusive and diverse workforce that values employees of all genders.

TelstraSuper's gender pay gap

The gender pay gap highlights the organisation-wide gender pay gap which is the difference between full-time equivalent pay between women and men at TelstraSuper. The figures are **not** based on like-for-like roles (they do not include differences in role attributes such as job function or job level).

For the 1 April 2023 to 31 March 2024 period, TelstraSuper's median total remuneration gender pay gap and median base salary gap were both 11.3%. This is slightly below the industry medians and a further reduction on the previous reporting period*.

	TelstraSuper 22/23	TelstraSuper 23/24	Comparison group	Change on last reporting period
Median total remuneration	12%	11.3%	12.7%	- 0.7%
Median base salary	11.7%	11.3%	11.4%	- 0.4%

*Please note that – as per WGEA changes – CEO remuneration is included in the 23/24 data when it was previously excluded.

For reporting purposes, the term "TelstraSuper" refers to the combined data of Telstra Super Pty Ltd and Telstra Super Financial Planning Pty Ltd.

Analysing the gap

TelstraSuper analysis has identified the following contributing factors to our gender pay gap:

- Men holding more of our higher paying roles with variable pay components based on performance (such as senior investment roles)
- More men in IT roles which tend to attract a higher market rate of pay
- More women holding administrative roles that tend to be lower paid
- Slightly more men in management roles (55% vs 45%)
- A reduction of overall staff number – particularly in administrative roles

Positively, when comparing like-for-like roles, the gender pay gap at TelstraSuper is further reduced due to our regular remuneration review process that includes gender analysis and adjustments where appropriate.

How we're closing the gap

TelstraSuper has an active diversity and inclusion strategy that includes gender equity initiatives. These include:

- Using industry benchmarks to help guide remuneration and remove bias and subjectivity in determining pay
- Conducting annual remuneration reviews – including identifying differences in like-for-like roles and making adjustments where appropriate
- Gender balanced interview panels with male and female representation
- Women in Super membership for female employees to encourage career growth and retention in the industry
- Removing “primary caregiver” titles in our parental leave policy to encourage employees of all genders to consider taking on caring responsibilities
- Offering leadership programs – such as Elevate and Inspire – to encourage our female staff into leadership positions
- Actively promoting flexible work arrangements including part-time opportunities, work from home arrangements, and measures to help close the super gender gap.
- Building a pipeline of female talent to progress into more senior roles in particular areas that are challenging to recruit such as investments and technology.

Our next steps

At each reporting period we analyse the data and consider how we can continue to close the gender pay gap in our workforce.

In 2024 TelstraSuper announced our intention to merge with Equip Super in late 2025. As work commences on designing how the new fund will work, we are determined to champion the fund values of diversity, equality and inclusion in all decision making. This includes considering fund values, leadership roles, and future employee value proposition.

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