### Organisation and contact details

<table>
<thead>
<tr>
<th>Submitting organisation details</th>
<th>Legal name</th>
<th>Telstra Corporation Limited</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABN</td>
<td>33051775556</td>
<td></td>
</tr>
<tr>
<td>ANZSIC</td>
<td>J Information Media and Telecommunications</td>
<td>5801 Wired Telecommunications Network Operation</td>
</tr>
<tr>
<td>Business/trading name/s</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASX code (if applicable)</td>
<td>TLS</td>
<td></td>
</tr>
<tr>
<td>Postal address</td>
<td>Locked Bag 5639</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MELBOURNE VIC 3001</td>
<td></td>
</tr>
<tr>
<td></td>
<td>AUSTRALIA</td>
<td></td>
</tr>
<tr>
<td>Organisation phone number</td>
<td>1 300 368 387</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reporting structure</th>
<th>Ultimate parent</th>
<th>Telstra Corporation Limited</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of employees covered by</td>
<td>23,118</td>
<td></td>
</tr>
<tr>
<td>this report</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
All organisations covered by this report

<table>
<thead>
<tr>
<th>Legal name</th>
<th>Business/trading name/s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telstra Corporation Limited</td>
<td></td>
</tr>
<tr>
<td>Telstra International (Aus) Ltd</td>
<td></td>
</tr>
</tbody>
</table>
## Workplace profile

### Manager

<table>
<thead>
<tr>
<th>Manager occupational categories</th>
<th>Reporting level to CEO</th>
<th>Employment status</th>
<th>F</th>
<th>M</th>
<th>Total employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO/Head of Business in Australia</td>
<td>0</td>
<td>Full-time permanent</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Key management personnel</td>
<td>-1</td>
<td>Full-time permanent</td>
<td>5</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other executives/General managers</td>
<td>-2</td>
<td>Full-time permanent</td>
<td>42</td>
<td>96</td>
<td>138</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Senior Managers</td>
<td>-3</td>
<td>Full-time permanent</td>
<td>244</td>
<td>643</td>
<td>887</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>4</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>11</td>
<td>2</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other managers</td>
<td>-4</td>
<td>Full-time permanent</td>
<td>431</td>
<td>1,234</td>
<td>1,665</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time contract</td>
<td>3</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time permanent</td>
<td>23</td>
<td>1</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Grand total: all managers</td>
<td></td>
<td></td>
<td>764</td>
<td>1,993</td>
<td>2,757</td>
</tr>
</tbody>
</table>
## Workplace profile

### Non-manager

<table>
<thead>
<tr>
<th>Non-manager occupational categories</th>
<th>Employment status</th>
<th>No. of employees (excluding graduates and apprentices)</th>
<th>No. of graduates (if applicable)</th>
<th>No. of apprentices (if applicable)</th>
<th>Total employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>F</td>
<td>M</td>
<td>F</td>
<td>M</td>
<td>F</td>
</tr>
<tr>
<td>Professionals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time permanent</td>
<td>3,365</td>
<td>8,178</td>
<td>95</td>
<td>100</td>
<td>0</td>
</tr>
<tr>
<td>Full-time contract</td>
<td>109</td>
<td>232</td>
<td>28</td>
<td>35</td>
<td>0</td>
</tr>
<tr>
<td>Part-time permanent</td>
<td>422</td>
<td>51</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time contract</td>
<td>12</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Technicians and trade</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time permanent</td>
<td>165</td>
<td>3,422</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Full-time contract</td>
<td>6</td>
<td>56</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time permanent</td>
<td>12</td>
<td>14</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time contract</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Community and personal service</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Clerical and administrative</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time permanent</td>
<td>457</td>
<td>436</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Full-time contract</td>
<td>22</td>
<td>26</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time permanent</td>
<td>99</td>
<td>18</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time contract</td>
<td>1</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sales</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time permanent</td>
<td>579</td>
<td>1,391</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Full-time contract</td>
<td>3</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time permanent</td>
<td>243</td>
<td>92</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time contract</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td>322</td>
<td>350</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Machinery operators and drivers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Non-manager occupational categories</td>
<td>Employment status</td>
<td>No. of employees (excluding graduates and apprentices)</td>
<td>No. of graduates (if applicable)</td>
<td>No. of apprentices (if applicable)</td>
<td>Total employees</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>------------------------</td>
<td>------------------------------------------------------</td>
<td>---------------------------------</td>
<td>-----------------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>F</td>
<td>M</td>
<td>F</td>
<td>M</td>
</tr>
<tr>
<td>Labourers</td>
<td>Full-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Others</td>
<td>Full-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Full-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time permanent</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Part-time contract</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Casual</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Grand total: all non-managers</td>
<td></td>
<td>5,819</td>
<td>14,283</td>
<td>124</td>
<td>135</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th></th>
<th>Managers</th>
<th></th>
<th>Non-managers</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Permanent/ongoing full-time employees</td>
<td>40</td>
<td>50</td>
<td>416</td>
<td>630</td>
</tr>
<tr>
<td>Permanent/ongoing part-time employees</td>
<td>0</td>
<td>0</td>
<td>91</td>
<td>14</td>
</tr>
<tr>
<td>Fixed-term contract full-time employees</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>15</td>
</tr>
<tr>
<td>Fixed-term contract part-time employees</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Casual employees</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

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)?

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of appointments made to MANAGER roles (including promotions)</td>
<td>233</td>
<td>498</td>
</tr>
<tr>
<td>Number of appointments made to NON-MANAGER roles (including promotions)</td>
<td>1327</td>
<td>1745</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Managers</th>
<th></th>
<th>Non-managers</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Permanent/ongoing full-time employees</td>
<td>18</td>
<td>16</td>
<td>212</td>
<td>394</td>
</tr>
<tr>
<td>Permanent/ongoing part-time employees</td>
<td>2</td>
<td>0</td>
<td>47</td>
<td>23</td>
</tr>
<tr>
<td>Fixed-term contract full-time employees</td>
<td>4</td>
<td>5</td>
<td>24</td>
<td>29</td>
</tr>
<tr>
<td>Fixed-term contract part-time employees</td>
<td>1</td>
<td>0</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Casual employees</td>
<td>0</td>
<td>0</td>
<td>100</td>
<td>107</td>
</tr>
</tbody>
</table>

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?
Telstra Corporation Limited

2.1b.1 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>3</td>
<td>6</td>
</tr>
</tbody>
</table>

2.1d.1 Has a target been set to increase the representation of women on this governing body?
- ☑ Yes
- ☐ No (you may specify why a target has not been set)
  - Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Do not have control over governing body/board appointments (provide details why):
    - Not a priority
    - Other (provide details):

2.1e.1 What is the percentage (%) target?

40

2.1f.1 What year is the target to be reached?

2020

2.1g.1 Are you reporting on any other organisations in this report?

- ☑ Yes
- ☐ No

2.2 Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?

- ☑ Yes (select all applicable answers)
  - Policy
  - Strategy
- ☐ No (you may specify why no formal selection policy or formal selection strategy is in place)
  - In place for some governing bodies
  - Currently under development, please enter date this is due to be completed
  - Insufficient resources/expertise
  - Do not have control over governing body appointments (provide details why)
  - Not a priority
Other (provide details):

2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an “incorporated” entity - Pty Ltd, Ltd or Inc; or an “unincorporated” entity)?

☐ Yes
☐ No

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

The Board of Telstra Corporation 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 generally 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 that a candidate should possess.

To assist in identifying areas of focus and maintaining an appropriate and diverse mix in its membership, the Board utilises a skills matrix which sets out the skills the Board currently has and is looking to achieve in its membership. See our 2019 Corporate Governance Statement available at www.telstra.com/governance for further information.

In respect of diversity, at Telstra diversity means difference, in all its forms, both visible and not visible, and includes differences that relate to gender, age, cultural background, disability, religion and sexual orientation, as well as differences in background and life experience, and interpersonal and problem solving skills. We have a diversity and inclusion policy in place (a copy of which is available at www.telstra.com/governance) which provides the framework for the Board to set our measurable objectives for achieving diversity. Throughout the year, management, the Remuneration Committee and the Board assess our progress in achieving our objectives.

For FY20, the Board’s diversity objective is that there will be at least four women on the Board, representing a female gender representation among non-executive Directors of at least 40%, recognising that the level of gender diversity of the Board may be temporarily affected during periods of Board renewal. As at 31 March 2020, there were three female Directors on the Board, representing a female gender representation of non-executive Directors of 33.3 percent. The number of male Directors on the Board referred to in the table above includes our CEO, Andrew Penn, who is an executive Director.

As mentioned in our 2019 Corporate Governance Statement, the Board has been undergoing a significant process of renewal which has impacted the level of female representation on the Board.

The Board is firmly committed to gender diversity, as demonstrated by the Board maintaining its diversity objective for FY20. As also mentioned in our 2019 Corporate Governance Statement, the Board renewal process continues our focus on diversity – 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.

The Board has a number of initiatives in place to meet its strategic imperative of ensuring Telstra Corporation Limited has a diverse Board including ensuring a diverse range of qualified candidates is considered for appointment and developing a pipeline of potential Board candidates. 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.

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.

3. Do you have a formal policy and/or formal strategy on remuneration generally?
   ☒ 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):

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
      ☐ Non-award employees paid market rate
      ☐ Not a priority
      ☒ Other (provide details):

3.2 Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
   ☒ 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 pay reviews)
   ☒ To be transparent about pay scales and/or salary bands
   ☒ To ensure managers are held accountable for pay equity outcomes
   ☒ To implement and/or maintain a transparent and rigorous performance assessment process
   ☒ Other (provide details):

4. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted 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 room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
      ☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
      ☒ Non-award employees paid market rate
      ☐ Not a priority
      ☒ Other (provide details):
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).

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) externally
☐ Corrected like-for-like gaps
☐ Conducted a gender-based job evaluation process
☐ Implemented other changes (provide details):

☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis)

☐ No unexplainable or unjustifiable gaps identified
☐ 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 are paid market rate
☐ Unable to address cause/s of gaps (provide details why):
☐ Not a priority
☐ Other (provide details):

4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

We have assessed the fairness of our pay between males and females, based on a like-for-like comparison. Our most recent review of this did not highlight any significant difference in the pay outcomes between males and females carrying out similar work. In terms of gender pay equity for people doing a comparable role at the same level with similar performance – our focus remains to be vigilant about how we administer and apply policy to avoid any bias in performance assessment and remuneration decisions. At an organisation-wide level, when we reviewed the average of male vs female remuneration, a gap still exists. This is due to the representation of males in roles with higher market reference points and at senior executive levels and we do have targets in place to support us in achieving a greater balance of female representation at Executive and Senior Management levels.

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia’s skilled workforce.

5. A “PRIMARY CARER” is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.

Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
Yes, (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 time 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 women ONLY (e.g. maternity leave). (Please indicate 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 time 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 paid 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 time 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:

16

5a. If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.

Telstra does not make a distinction between ‘primary’ and ‘secondary’ carers. Removing the differentiation between primary and secondary leave types means that all eligible parents have equal access to leave to care for their children. All eligible parents who have at least 12 months continuous service are eligible to take 16 weeks paid parental leave provided it is accessed, and leave completed, within 12 months of the birth or placement of their eligible child. Parental leave can be taken flexibly, whether as a single continuous block, in multiple blocks or 1-2 days per week to the total of 16 weeks.

In July 2019, Telstra launched its new Australian parental leave policy which enables every parent, regardless of gender, to be able to share the caring responsibilities whilst maintaining their career. The new parental leave policy removes the distinction between primary and secondary carers so that any eligible parent who has been with us a year or more can take up to 16 weeks of paid parental leave within the first 12 months after their child’s birth or placement. Secondary carers previously received two weeks of paid leave. Parental leave can now be taken in one block or multiple blocks and can be used to return to work on a part-time basis as needed.

Please note for Q. 7. & Q. 7.1, we have included the data for all employees (manager and non-manager; male and female) based on how many have taken parental leave (during the reporting period) under ‘Primary carer’s leave’ only.

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.
5.3 Please indicate whether your employer funded paid parental leave for primary carers covers:

- Adoption
- Surrogacy
- Stillbirth

6. A “SECONDARY CARER” is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?

- 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 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:

80

6a. If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.

Telstra does not make a distinction between ‘primary’ and ‘secondary’ carers. Removing the differentiation between primary and secondary leave types means that all eligible parents have equal access to leave to care for their child/ren. All eligible parents who have at least 12 months continuous service are eligible to take 16 weeks paid parental leave provided it is accessed, and leave completed, within 12 months of the birth or placement of their eligible child. Parental leave can be taken flexibly, whether as a single continuous block, in multiple blocks or 1-2 days per week to the total of 16 weeks.

6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? e.g. eligibility period, other arrangements you may have in place etc, please do so below.

- In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

6.3 Please indicate whether your employer funded paid parental leave for secondary carers covers:

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

<table>
<thead>
<tr>
<th></th>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Managers</td>
<td>18</td>
<td>57</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th></th>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Non-managers</td>
<td>456</td>
<td>349</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>0</td>
<td>3</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-managers</td>
<td>54</td>
<td>27</td>
</tr>
</tbody>
</table>

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

- 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
  - 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 you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
☐ 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 agreement
☐ Not a priority
☐ Other (provide details):

11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
☐ Yes
☐ 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
☐ On-site childcare
☐ Breastfeeding facilities
☐ Childcare referral services
☐ Internal support networks for parents
☐ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave)
☐ Information packs to support new parents and/or those with elder care responsibilities
☐ Referral services to support employees with family and/or caring responsibilities
☐ Targeted communication mechanisms, for example intranet/forums
12. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

☒ 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 paid domestic violence leave (not 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 aware 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?

• flexible hours of work
• compressed working weeks
• time-in-lieu
• telecommuting
14.1 Which options from the list below are available? Please tick the related checkboxes.

<table>
<thead>
<tr>
<th></th>
<th>Formal</th>
<th>Informal</th>
<th>Formal</th>
<th>Informal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexible hours of work</td>
<td>☒</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Compressed working weeks</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Time-in-lieu</td>
<td>☒</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Telecommuting</td>
<td>☒</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Part-time work</td>
<td>☒</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Job sharing</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
<td>☐</td>
</tr>
<tr>
<td>Carer’s leave</td>
<td>☜</td>
<td>☐</td>
<td>☜</td>
<td>☐</td>
</tr>
<tr>
<td>Purchased leave</td>
<td>☐</td>
<td>☐</td>
<td>☜</td>
<td>☐</td>
</tr>
<tr>
<td>Unpaid leave</td>
<td>☜</td>
<td>☐</td>
<td>☜</td>
<td>☐</td>
</tr>
</tbody>
</table>

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):

14.4 If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:

In July 2019, Telstra launched its new Australian parental leave policy which enables every parent, regardless of gender, to be able to share the caring responsibilities whilst maintaining their career. The new parental leave policy removes the distinction between primary and secondary carers so that any eligible parent who has been with us a year or more can take up to 16 weeks of paid parental leave within the first 12 months after their child’s birth or placement. Secondary carers previously received two weeks of paid leave. Parental leave can now be taken in one block or multiple blocks and can be used to return to work on a part-time basis as needed.

Please note for Q. 7. & Q. 7.1, we have included the data for all employees (manager and non-manager; male and female) based on how many have taken parental leave (during the reporting period) under ‘Primary carer’s leave’ only.

---

**Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace**

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.
15. Have you consulted with employees on issues concerning gender equality in your workplace?

☑ Yes
☐ No (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):

15.2 Who did you consult?

☑ All staff
☐ Women only
☐ Men only
☐ Human resources managers
☑ Management
☐ Employee representative group(s)
☐ Diversity committee or equivalent
☐ Women and men who have resigned while on parental leave
☐ Other (provide details):

15.3 If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

☑ 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 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)
17. Do you provide training for all managers on sex-based harassment and discrimination prevention?

☑ Yes - 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):

☐ No (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:

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.)

Telstra has maintained its strong commitment to diversity and inclusion throughout the reporting period. We continue to receive positive feedback, internally and externally for our leadership in gender equality, flexibility and progressive parental leave.

In July 2019, Telstra launched a gender-equal and flexible Australian parental leave policy which challenges traditional gender roles, encouraging more men to share the care of young children, enabling the careers of women. The policy was formally launched on 1 July 2019.

The new parental leave policy removes the distinction between primary and secondary carers so that any eligible parent who has been with us a year or more can take up to 16 weeks of paid parental leave within the first 12 months after their child’s birth or placement. Secondary carers previously received two weeks of paid leave. There’s also more flexibility in how this leave can be taken. Parental leave can now be taken in one block or multiple blocks and can be used to return to work on a part-time basis as needed. Men now represent more than half of the Telstra employees who’ve taken paid parental leave. Equal and shared parenting enables better gender equality in the workplace and reflects our changing society where both parents contribute to caring and family commitments. We’re also making it easier for parents on leave to keep in touch – providing the ability to take home their laptop/device while on leave where this is possible and ensuring ongoing access to email and systems is simpler to manage remotely.

This is in addition to our ‘All Roles Flex’ commitment, which positioned us well as one of the first Australian organisations to enable most of its workforce to work from home in response to the Covid-19 crisis. Our investment in remote working technology has been a significant benefit to our employees as they balanced working from home with other family and caring responsibilities. Our communication campaign has included a focus on the risks of isolation, including domestic and family violence and the support available to our employees.

We formally drive gender equality across Telstra and ensure a standard of equality across our recruitment process, our Recruitment Equality procedure mandates a minimum female representation of 50 per cent on shortlists and interview list for all roles.
Our CEO and Diversity and Inclusion Lead continue to actively engage with the Male Champions of Change (MCC) Founding Group. The focus this year has been on workplace sexual harassment and the disproportionate effect of crises on women and other under-represented groups.
Gender composition proportions in your workplace

Important notes:
1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. 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 29.0% females and 71.0% males.

Promotions
2. 43.7% of employees awarded promotions were women and 56.3% were men
   i. 44.4% of all manager promotions were awarded to women
   ii. 43.7% of all non-manager promotions were awarded to women.
3. 4.4% of your workforce was part-time and 8.3% of promotions were awarded to part-time employees.

Resignations
4. 41.7% of employees who resigned were women and 58.3% were men
   i. 54.3% of all managers who resigned were women
   ii. 41.1% of all non-managers who resigned were women.
5. 4.4% of your workforce was part-time and 7.8% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave
   i. 11.4% of all women who utilised parental leave ceased employment before returning to work
   ii. 7.4% of all men who utilised parental leave ceased employment before returning to work
   iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
   iv. 66.7% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Andrew Penn

Name of CEO or equivalent:  
Confirmation CEO has signed the report:

CEO signature:  
Date:

4 June 2020