

# Employer Public Report

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## Submitted By:

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## Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

1. Public Report – Questionnaire
2. Public Report – Employee Data Tables

The Public Report must be:

3. Given to your CEO or equivalent for review, approval and sign off before lodgement.
4. Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

## Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



# Workplace Overview

## Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

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### 1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

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#### 1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

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### 1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

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#### 1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age; Other

**Provide details:** Sexual Orientation

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### 1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)



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

Shortlist and final interview targets to increase the number of women throughout the recruitment process. We don't have targets to increase the number of men taking parental leave as our policy is gender neutral and we have a high uptake from men.



# Workplace Overview

## Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

### 1.5 Identify your organisation/s' governing body or bodies.

**Organisation:** Telstra Purple Pty Ltd

#### A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

#### B. What is the name of your governing body?

Telstra Group Limited

#### C. What type of governing body does this organisation have?

Board of Directors

#### D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3

#### E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

**Selected value:** Policy; Strategy

#### E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity on candidate shortlists; Succession planning for the governing body; Gender diversity and inclusion



.....

**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

.....

**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes  
Gender identity

**Organisation:** Telstra Corporation Limited

.....

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

.....

**B. What is the name of your governing body?**

Telstra Group Limited

.....

**C. What type of governing body does this organisation have?**

Board of Directors

.....

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3



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**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

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**Selected value:** Policy; Strategy

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**E.1 Do the formal policies and/or formal strategies include any of following?**

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**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

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**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Gender identity

**Organisation:** Telstra International (Aus) Limited

.....

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

.....

**B. What is the name of your governing body?**

Telstra Group Limited



**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3

**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

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**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Gender identity





**Organisation:** Telstra Group Limited

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**B. What is the name of your governing body?**

Telstra Group Limited

**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3

**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

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**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

**G. Has a target been set to increase the representation of women on this governing body?**



Yes, a target has been set to maintain the existing representation of women on this governing body

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes  
Gender identity

**Organisation:** Telstra Limited

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**B. What is the name of your governing body?**

Telstra Group Limited

**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3

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**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes  
Gender identity

**Organisation:** AMPLITEL Pty Ltd

.....

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

.....

**B. What is the name of your governing body?**

Telstra Group Limited

.....

**C. What type of governing body does this organisation have?**

Board of Directors

.....

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3



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**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

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**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Gender identity

**Organisation:** Telstra Purple Pty Ltd

.....

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

.....

**B. What is the name of your governing body?**

Telstra Group Limited



**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3

**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy; Strategy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Gender identity



**Organisation:** Telstra Corporation Limited

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**B. What is the name of your governing body?**

Telstra Group Limited

**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3

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**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body



**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes  
Gender identity

**Organisation:** Telstra International (Aus) Limited

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

**B. What is the name of your governing body?**

Telstra Group Limited

**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

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**Selected value:** Policy; Strategy

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

**F. Does this organisation's governing body have limits on the terms of its Chair and/ or**



## Members?

No

## G. Has a target been set to increase the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

## H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes  
Gender identity

**Organisation:** Telstra Group Limited

## A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

## B. What is the name of your governing body?

Telstra Group Limited

## C. What type of governing body does this organisation have?

Board of Directors

## D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	5	3

## E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?





Yes

**Selected value:** Policy; Strategy

.....

**E.1 Do the formal policies and/or formal strategies include any of following?**

Selection process for governing body members; Succession planning for the governing body; Gender diversity and inclusion

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**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

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**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Gender identity

**Organisation:** Telstra Limited

.....

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**

No

.....

**B. What is the name of your governing body?**

Telstra Group Limited

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**C. What type of governing body does this organisation have?**

Board of Directors



**D. How many members are in the governing body and who holds the predominant Chair position?**

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**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

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**Selected value:** Policy; Strategy

**E.1 Do the formal policies and/or formal strategies include any of following?**

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**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Gender identity

**Organisation:** AMPLITEL Pty Ltd

**A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?**



No

**B. What is the name of your governing body?**

Telstra Group Limited

**C. What type of governing body does this organisation have?**

Board of Directors

**D. How many members are in the governing body and who holds the predominant Chair position?**

	Female (F)	Male (M)
Chair	0	1
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**E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?**

Yes

Selected value: Policy; Strategy

**E.1 Do the formal policies and/or formal strategies include any of following?**

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**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

No

**G. Has a target been set to increase the representation of women on this governing body?**

Yes, a target has been set to maintain the existing representation of women on this governing body



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**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Gender identity

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**1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.**

The 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) structure and composition are considered by the Board and Nomination Committee in accordance with the framework set out in the Board and Nomination Committee Charters and through processes implemented by the Board. 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 2024 Corporate Governance Statement for further information (available at [www.telstra.com/governance](http://www.telstra.com/governance)). Our process for the selection, nomination and appointment of non-executive Directors involves a process undertaken by the Nomination Committee and the Board, and we often engage an executive search firm to assist in the process. As part of the 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. 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. The Diversity, Equity and Inclusion Policy (available at [www.telstra.com/governance](http://www.telstra.com/governance)) provides the framework for the Board to set our measurable objectives for diversity. Throughout the year, management and the Board (including through the Nomination and People and Remuneration Committees) assess our progress in achieving our diversity objectives. For financial year 2025, the Board is committed to maintain (at least) forty percent representation of women, forty percent representation of men, and twenty percent representation of any gender among non-executive Directors. 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 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 across public, private and not-for-profit sectors. In addition, the Director's Leave of Absence Policy provides for parental leave as a further initiative to support Board diversity.



# Action on Gender Equality

## Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

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### 2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

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#### 2.1a Do the formal policies and/or formal strategies include any of the following?

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

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### 2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

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#### 2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation

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#### 2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

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#### 2.2c 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; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

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**2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.**



# Action on Gender Equality

## Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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### 2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

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#### 2.4a How did you consult employees?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews

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#### 2.4b Who did you consult?

ALL staff

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### 2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Policy; Strategy

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### 2.8 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 Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

### 3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

#### 3.1a Do the formal policies and/or formal strategies include any of the following?

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; Leaders are held accountable for improving take up and approval of workplace flexibility; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All 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 measured and evaluated (e.g. 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; Flexible work offerings are available to all employees, with a default approval bias (all roles flex approach); Management positions are designed to be able to be done part-time; All team meetings are offered online

### 3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	No	No
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes





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

## Employee Support for Parents and Carers

### **Paid Parental Leave**

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

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#### **4.1 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 distinction

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##### **4.1a Please indicate whether your employer-funded paid primary carers leave is available to:**

All, regardless of gender

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##### **4.1b Please indicate whether your employer-funded paid primary carers leave covers:**

Birth; Adoption; Surrogacy; Stillbirth

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##### **4.1c How do you pay employer-funded paid parental leave?**

Paying the employee's full salary

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##### **4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?**

Lowest entitlement: 16

Highest entitlement:

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##### **4.1e Who has access to this type of employer-funded paid parental leave?**

Permanent employees; Contract/fixed term employees

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##### **4.1f Do you require carers to work for the organization for a certain amount of**



**time (a qualifying period) before they can access employer-funded parental leave?**

Yes a qualifying period is required

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

12

**Is the qualifying period the same as the probation period for new employees?**

No

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**4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?**

Anytime within 12 months

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**4.1h Does your organisation have an opt out approach to parental leave?  
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

No

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**4.2 Do you pay superannuation contributions to your employees while they are on parental leave?**

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable); Yes, on government funded parental leave; Yes, on unpaid parental leave

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

Telstra does not have a specified minimum paid Parental Leave entitlement; rather, a maximum of 16 weeks is provided to all permanent and fixed term employees. However, employees may wish to and have the option to vary their paid Parental Leave entitlement to less than the 16 weeks.



# Employee Support for Parents and Carers

## Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

### 4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

#### 4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Extended carers leave and/or compassionate leave; Other leave available to employees with family or caring responsibilities

**Provide details:** Career Break; Personal (Sick and Carer's) Leave

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

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes



Support mechanism	Answer
Targeted communication mechanisms (e.g. intranet forums)	No
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

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



# Harm Prevention

## Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

### 5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

#### 5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment

#### 5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

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



Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	Yes	No
The Governing Body	Yes		Yes	No

### 5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours

### 5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

#### Members of the governing body

Yes

New staff at induction;Annually

#### Chief Executive Officer or equivalent

Yes

At staff inductions;Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy);More often than annually

### 5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



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#### **5.4a Does your risk management process include any of the following?**

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

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#### **5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?**

Make workplace adjustments; Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures; Implement other changes (provide details)

**Provide Details:**As per comments in 5.9

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#### **5.5 What supports are available to support employees involved in and affected by sexual harassment?**

Trained, trauma-informed support staff/contact officers; Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

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#### **5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring



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**5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**

Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Anonymous disclosures through a staff survey; Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator; Outcomes of investigations

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**5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?**

**Governing body**

Yes

Multiple times per year

**CEO or equivalent**

Yes

Multiple times per year

**Key Management Personnel**

Yes

Multiple times per year

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**5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?**

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Effectiveness of response to reports of sexual harassment; Performance against the seven standards outlined by the Australian Human Rights Commission for complying with the positive duty

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**5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.**

Development of confidential reporting channels (via Donesafe) for sexual harassment/sex-based discrimination. Design and implemented trauma informed and person-centred pathways of support for our people, including the creation of our Positive Duty Specialist role. Implementation of reflective practice sessions with trained and specialised positive duty teams, to ensure continuous improvement. Development and implementation of a survey to continuously improve on the support provided to reporters of sexual harassment/sex-based discrimination. Development of tailored positive duty reporting to inform strategic initiatives, risk based best practice and targeted campaigns. Active promotion of our positive duty and





the supports in place for sexual harassment/sex-based discrimination, via our Health and Safety Risk forums with Functional Executives. Tailored communications for our retail environments.



# Harm Prevention

## Family or Domestic Violence

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

Yes

Policy;Strategy

### 5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Offer change of office location	Yes
Emergency accommodation assistance	No

### 5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

#### Access to paid domestic violence leave?

Yes

#### Is it unlimited?

No

#### Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

#### How many days of paid domestic violence leave?

20



**Access to unpaid domestic violence leave?**

Yes

**Is it unlimited?**

No

**Do you offer unpaid family and domestic violence leave by negotiation or as needed?**

Yes

**How many days of unpaid domestic violence leave?**

20

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

Telstra offers paid Family and Domestic Violence Leave as needed, up to the full amount of 20 days' paid FDVL for permanent full-time, permanent part-time and casual employees. If employees require further leave due to the effects of FDV they may access other paid and unpaid leave types at the Company's discretion (i.e. unpaid Personal (Sick and Carer's) Leave)



# Public Report - Employee Data Tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Employer:** Telstra Purple Pty Ltd  
**Employee count:** 355  
**Primary industry:** 7000 - Computer System Design and Related Services  
**Relevant employer:** Yes

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	8	39	0	0	47
	Part-time permanent	2	0	0	0	2
Professionals	Full-time permanent	45	247	0	0	293
	Part-time permanent	5	7	0	0	12
Clerical And Administrative Workers	Full-time permanent	1	0	0	0	1

\* Total employees includes Non-binary

**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
SM	Full-time permanent	5	12	0	0	17
	Part-time permanent	1	0	0	0	1
OM	Full-time permanent	3	27	0	0	30
	Part-time permanent	1	0	0	0	1

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						2	2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2	4	14	87	108
Part-time	Permanent					2		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						1	1
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					4	25	29
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	2	5	8
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

# Public Report - Employee Data Tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Employer:** Telstra Corporation Limited  
**Employee count:** 1,196  
**Primary industry:** 5801 - Wired Telecommunications Network Operation  
**Relevant employer:** Yes

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	49	164	0	0	213
	Full-time contract	0	1	0	0	1
Professionals	Full-time permanent	213	562	6	6	779
	Full-time contract	2	2	0	0	5
	Part-time permanent	9	1	0	0	10
Technicians And Trades Workers	Full-time permanent	4	70	0	0	74
	Full-time contract	0	9	0	0	9
Clerical And Administrative Workers	Full-time permanent	36	64	0	0	101
	Part-time permanent	2	1	0	0	3
	Part-time contract	0	1	0	0	1

\* Total employees includes Non-binary



**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
SM	Full-time permanent	17	42	0	0	59
OM	Full-time permanent	32	122	0	0	154
	Full-time contract	0	1	0	0	1

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			5	15	14	31	65
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2	3			5
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			12	46	94	182	335
Part-time	Permanent					5		5
Full-time	Fixed-term					1	10	11
Part-time	Fixed-term							
N/A	Casual							

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1	1	16	20	39
Part-time	Permanent						1	1
Full-time	Fixed-term			1		2	15	18
Part-time	Fixed-term						1	1
N/A	Casual							

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					8	10	18
Part-time	Permanent							
Full-time	Fixed-term					1	2	3
Part-time	Fixed-term							
N/A	Casual							

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			1		3	3	7
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

# Public Report - Employee Data Tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Employer:** Telstra Group Limited  
**Employee count:** 148  
**Primary industry:** 5801 - Wired Telecommunications Network Operation  
**Relevant employer:** Yes

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	61	74	0	0	136
	Part-time permanent	3	0	0	0	3
Professionals	Full-time permanent	4	4	0	0	8
	Part-time permanent	1	0	0	0	1

\* Total employees includes Non-binary

**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	1	0	0	0	1
KMP	Full-time permanent	3	6	0	0	9
HOB	Full-time permanent	0	1	0	0	1
GM	Full-time permanent	57	67	0	0	125
	Part-time permanent	3	0	0	0	3

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			7	8	1		16
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2				2
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			11	16	3	1	31
Part-time	Permanent			1				1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2		2	1	5
Part-time	Permanent			1				1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	2	1	4
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

## Public Report - Employee Data Tables

**Program:** 2024 - 25 Gender Equality Reporting

**Employer:** Telstra Limited

**Employee count:** 20,664

**Primary industry:** 5801 - Wired Telecommunications Network Operation

**Relevant employer:** Yes

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	1,180	2,346	0	0	3,539
	Full-time contract	0	2	0	0	2
	Part-time permanent	75	5	0	0	81
Professionals	Full-time permanent	2,896	6,108	105	70	9,055
	Full-time contract	6	14	0	0	20
	Part-time permanent	225	36	2	1	263
	Part-time contract	3	0	0	0	3
	Casual	3	6	0	0	9
Technicians And Trades Workers	Full-time permanent	112	2,079	0	0	2,203
	Full-time contract	9	60	0	0	69
	Part-time permanent	33	28	0	0	61
	Part-time contract	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	957	923	0	0	1,892
	Full-time contract	8	3	0	0	11
	Part-time permanent	157	36	0	0	195
	Part-time contract	0	1	0	0	1
	Casual	26	22	0	0	50
Sales Workers	Full-time permanent	597	828	0	0	1,433
	Part-time permanent	660	670	0	0	1,341
	Casual	183	251	0	0	434

\* Total employees includes Non-binary



**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
GM	Full-time permanent	3	4	0	0	7
	Full-time permanent	284	598	0	0	886
SM	Full-time contract	0	1	0	0	1
	Part-time permanent	18	1	0	0	20
OM	Full-time permanent	893	1,744	0	0	2,646
	Full-time contract	0	1	0	0	1
	Part-time permanent	57	4	0	0	61

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			88	137	247	394	870
Part-time	Permanent			1		13	1	16
Full-time	Fixed-term						1	1
Part-time	Fixed-term						1	1
N/A	Casual						1	1

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			52	82			134
Part-time	Permanent			1				1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			355	501	2,059	2,950	5,906
Part-time	Permanent			1		308	183	497
Full-time	Fixed-term					17	66	84
Part-time	Fixed-term						1	1
N/A	Casual					61	71	133

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			8	14	428	537	994
Part-time	Permanent			2		415	493	914
Full-time	Fixed-term			1		24	61	87
Part-time	Fixed-term					2	3	5
N/A	Casual					102	115	218

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			18	22	548	716	1,315
Part-time	Permanent			1		361	326	694
Full-time	Fixed-term				1	9	9	19
Part-time	Fixed-term					1		1
N/A	Casual					147	171	318

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			9	15	144	138	306
Part-time	Permanent					45	7	52
Full-time	Fixed-term				1			1
Part-time	Fixed-term							
N/A	Casual					2		2

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					16	2	18
Part-time	Permanent					7		7
Full-time	Fixed-term				1			1
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

# Public Report - Employee Data Tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Employer:** AMPLITEL Pty Ltd  
**Employee count:** 129  
**Primary industry:** 5801 - Wired Telecommunications Network Operation  
**Relevant employer:** Yes

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	10	27	0	0	37
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	29	49	0	0	78
	Full-time contract	1	0	0	0	1
	Part-time permanent	8	1	0	0	9
Clerical And Administrative Workers	Full-time permanent	3	0	0	0	3

\* Total employees includes Non-binary

**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
HOB	Full-time permanent	0	1	0	0	1
GM	Full-time permanent	1	1	0	0	2
SM	Full-time permanent	4	6	0	0	10
OM	Full-time permanent	5	19	0	0	24
	Part-time permanent	1	0	0	0	1

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					3	6	9
Part-time	Permanent			1		1		2
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	Casual							

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				1	1	6	8
Part-time	Permanent							
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					1	3	4
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						3	3
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary

## Public Report - Employee Data Tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Corporate group of:** Telstra Group Limited  
**Total group employee count:** 24,905

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	1,434	2,988	0	0	4,436
	Full-time contract	2	8	0	0	10
	Part-time permanent	91	10	0	0	102
	Casual	0	1	0	0	1
Professionals	Full-time permanent	3,539	7,737	111	84	11,334
	Full-time contract	13	28	0	0	42
	Part-time permanent	540	54	2	1	597
	Part-time contract	5	0	0	0	5
	Casual	7	20	0	1	27
Technicians And Trades Workers	Full-time permanent	160	2,260	0	1	2,432
	Full-time contract	9	69	0	0	78
	Part-time permanent	37	30	0	0	67
	Part-time contract	1	2	0	0	3
	Casual	9	24	0	0	33
Clerical And Administrative Workers	Full-time permanent	1,093	1,072	0	0	2,178
	Full-time contract	8	5	0	0	13
	Part-time permanent	176	40	0	0	218
	Part-time contract	0	2	0	0	2
	Casual	28	22	0	0	52
Sales Workers	Full-time permanent	614	861	0	0	1,483
	Full-time contract	1	0	0	0	1
	Part-time permanent	662	670	0	0	1,343
	Casual	183	251	0	0	434
Machinery Operators And Drivers	Full-time permanent	5	7	0	0	12
	Part-time permanent	0	1	0	0	1
Labourers	Full-time permanent	0	1	0	0	1

\* Total employees includes Non-binary



**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	5	4	0	0	9
KMP	Full-time permanent	15	24	0	0	39
	Part-time permanent	1	1	0	0	2
HOB	Full-time permanent	3	6	0	0	9
GM	Full-time permanent	74	98	0	0	173
	Part-time permanent	4	0	0	0	4
	Casual	0	1	0	0	1
SM	Full-time permanent	333	716	0	0	1,053
	Full-time contract	0	2	0	0	2
	Part-time permanent	22	3	0	0	26
OM	Full-time permanent	1,004	2,140	0	0	3,153
	Full-time contract	2	6	0	0	8
	Part-time permanent	64	6	0	0	70

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	4	3	121	187	304	510	1,133
Part-time	Permanent	0	0	1	1	34	1	38
Full-time	Fixed-term	0	0	0	1	0	1	2
Part-time	Fixed-term	0	0	0	0	0	1	1
N/A	Casual	0	0	0	0	0	1	1

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			76	107			183
Part-time	Permanent			1	0			1
Full-time	Fixed-term			0	1			1
Part-time	Fixed-term			0	0			0
N/A	Casual			0	0			0

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	2	384	579	2,200	3,260	6,469
Part-time	Permanent	0	0	4	1	331	183	524
Full-time	Fixed-term	0	0	0	1	18	78	98
Part-time	Fixed-term	0	0	0	0	0	1	1
N/A	Casual	0	0	0	0	61	71	133

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	2	2	31	52	544	718	1,357
Part-time	Permanent	1	0	4	0	516	495	1,020
Full-time	Fixed-term	0	0	3	4	35	88	131
Part-time	Fixed-term	0	0	0	1	14	4	19
N/A	Casual	0	0	0	1	105	127	234

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	5	32	49	626	900	1,623
Part-time	Permanent	0	0	1	0	415	328	750
Full-time	Fixed-term	0	0	1	3	19	17	40
Part-time	Fixed-term	0	0	0	0	10	1	11
N/A	Casual	0	0	0	0	151	176	327

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	13	18	197	187	415
Part-time	Permanent	0	0	1	0	64	8	73
Full-time	Fixed-term	0	0	0	1	0	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	2	0	2

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	8	0	22	30
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	23	2	25
Part-time	Permanent	0	0	0	0	9	0	9
Full-time	Fixed-term	0	0	0	1	0	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

\* Total employees includes Non-binary