



First Super Diversity and Inclusion Report 2023/2024

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Revision History

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Introduction

First Super’s Diversity and Inclusion policy facilitates and supports our inclusive working environment. We believe that through recognition and encouragement of our team members’ differences we can create an inclusive working environment that benefits all.

The Policy’s immediate objective is to ensure gender balance across First Super through our selection and promotion processes. The policy requires preparation and publication of an annual Diversity and Inclusion report.

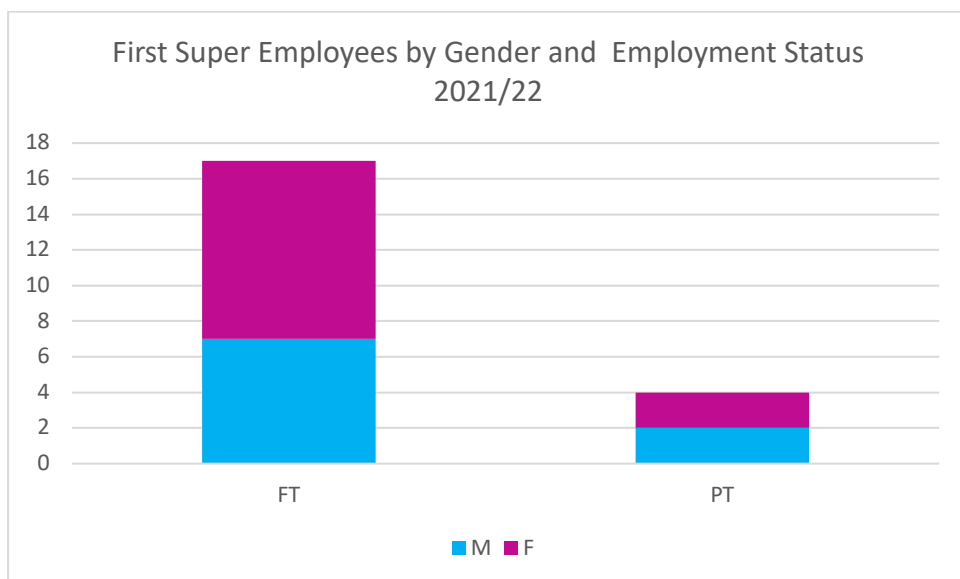
The number of First Super employees has been increasing year on year. In 2021/22 it was 21, in 2022/23 it was 37 and now in 2023/24 it is 41. In 2021/22, 57% of employees were women, in 2022/23 this declined to 54% where it remains now.

Gender and Employment Status

Over the last 12 months there has been an increase in the percentage of women who are employed full-time. This comes after a substantial decline between 2021/22 and 2022/23. There is now an even number of men and women, seventeen, employed full time at First Super. The number of part-time men is five and the number of part-time women, two.

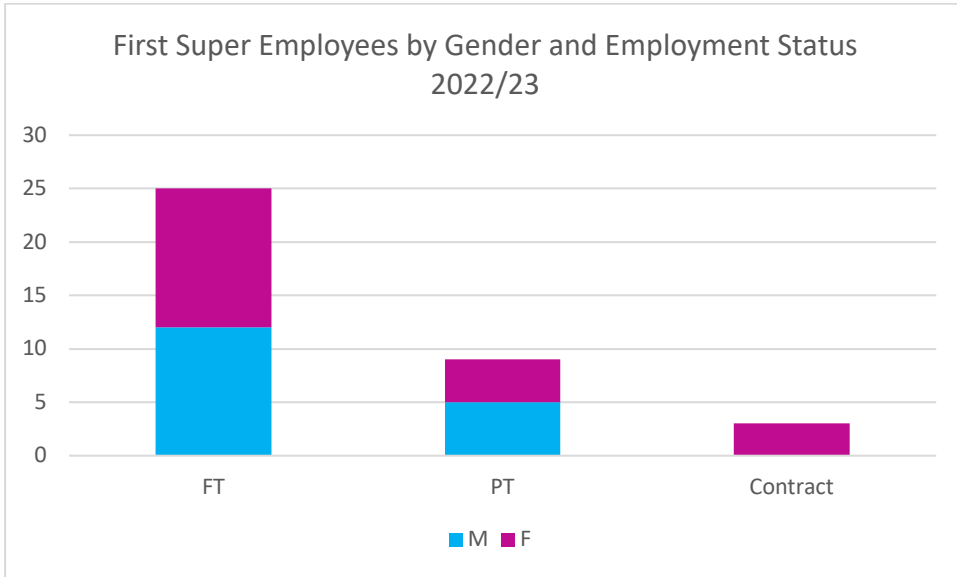
The three charts below present gender split of full time, part time and contract employment over the last three financial years.

Graph 1 First Super Employees by Gender and Employment Status 2021/22

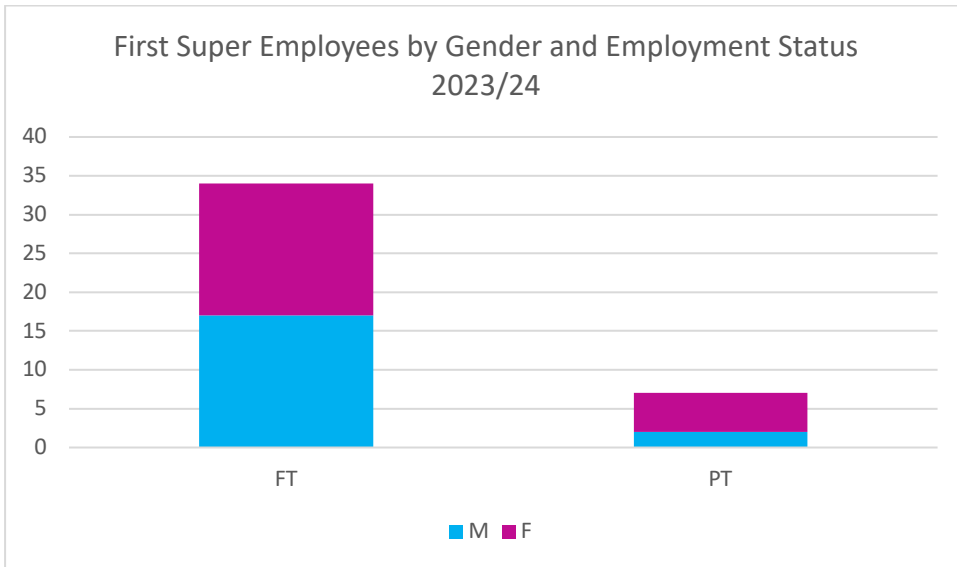




Graph 2 First Super Employees by Gender and Employment Status 2022/23



Graph 3 First Super Employees by Gender and Employment Status 2023/24



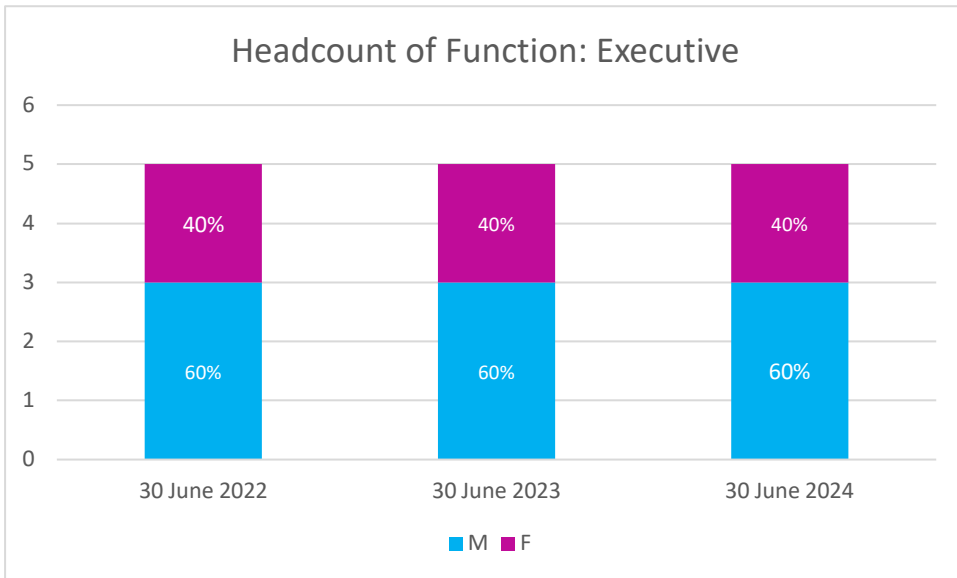


Role by Gender

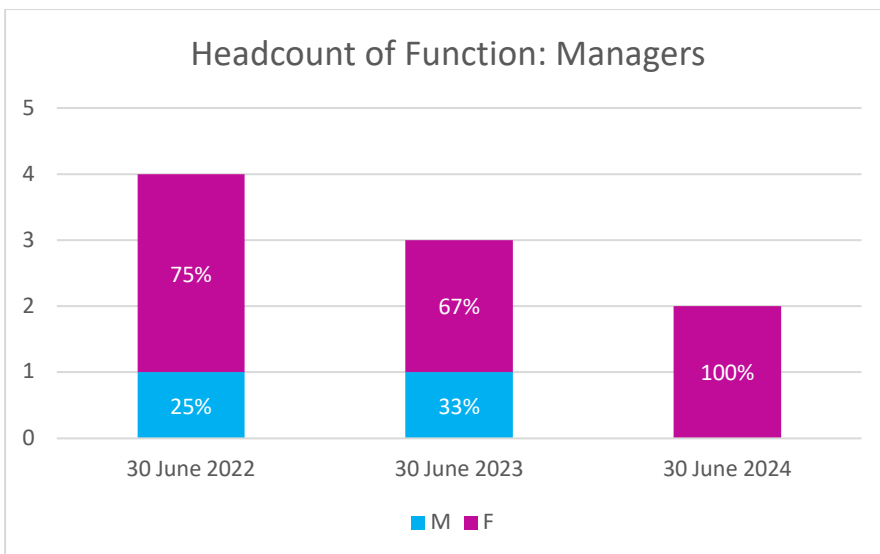
The roles of First Super employees, executive, managerial, and staff, reflect a similar balance gender. The executive has been consistent over the past three years, with three men and two women. At a manager level two manager roles continue to be employed, however, with the retirement of one manager and his replacement, there are now two female managers.

The staff at First Super are 53% women and 47% men, or nineteen women and seventeen men. Gender differences narrowed last last year compared with previous periods surveyed.

Graph 4 Headcount of Function: Executive by Gender

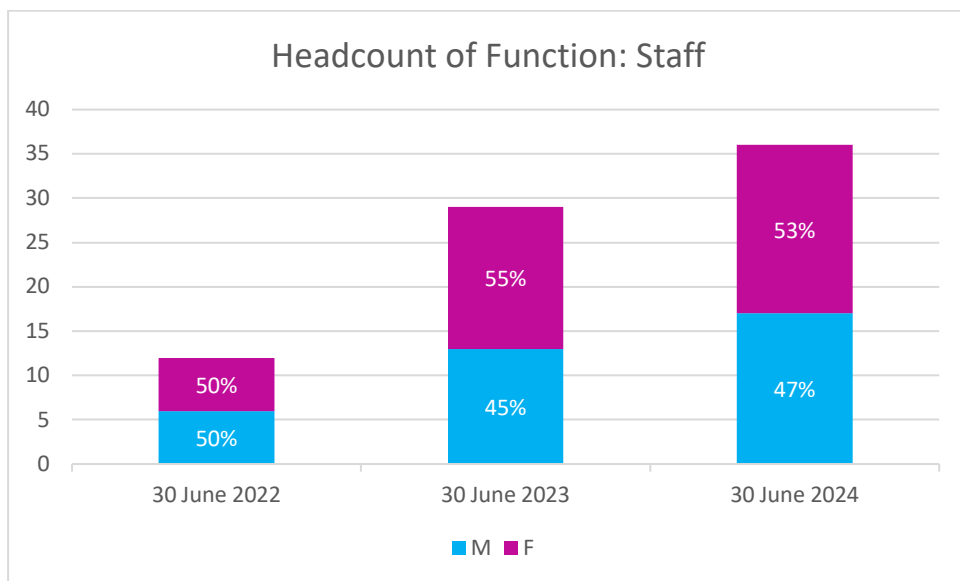


Graph 5 Headcount of Function: Managers by Gender





Graph 6 Headcount of Function: Staff by Gender





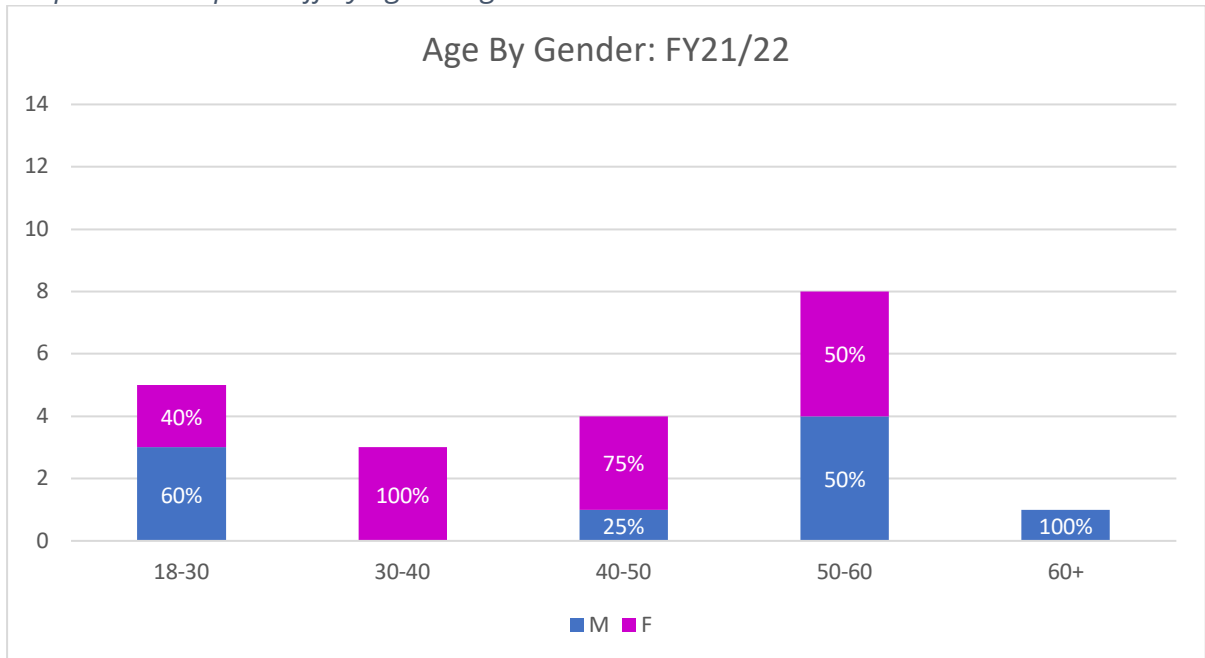
Age by Gender

Historically, much of First Super’s staff has been aged 50-59 years old. Currently there are nine men and eight women within this age range. This age group has relatively close to an even split in gender.

Many of the new employees over the last two years have been aged 30-39 and most of them women. The current gender split among 30-39 year olds is nine women and three men. This is similar to the ratio in the 40-49 with one man and four women.

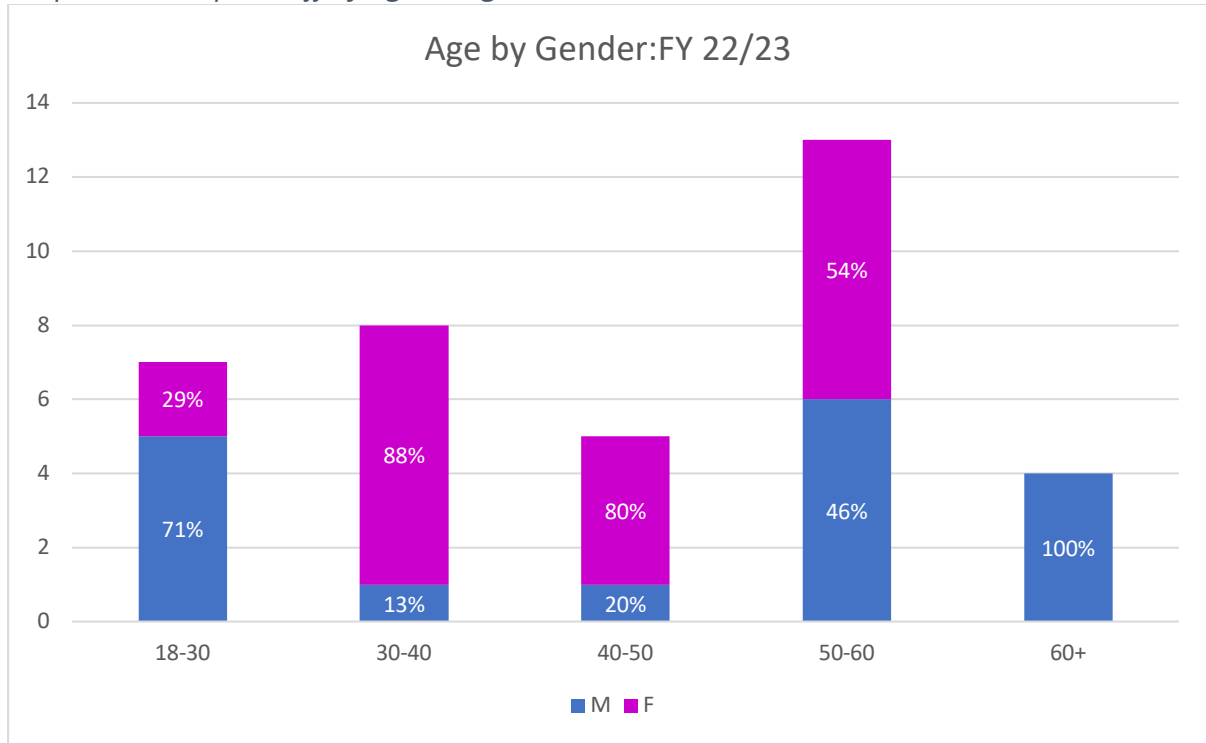
There are two staff below the age of thirty. This is a large drop from the seven last year, though this is largely due to staff within this cohort resinging.

Graph 7 First Super Staff by age and gender 2021/22

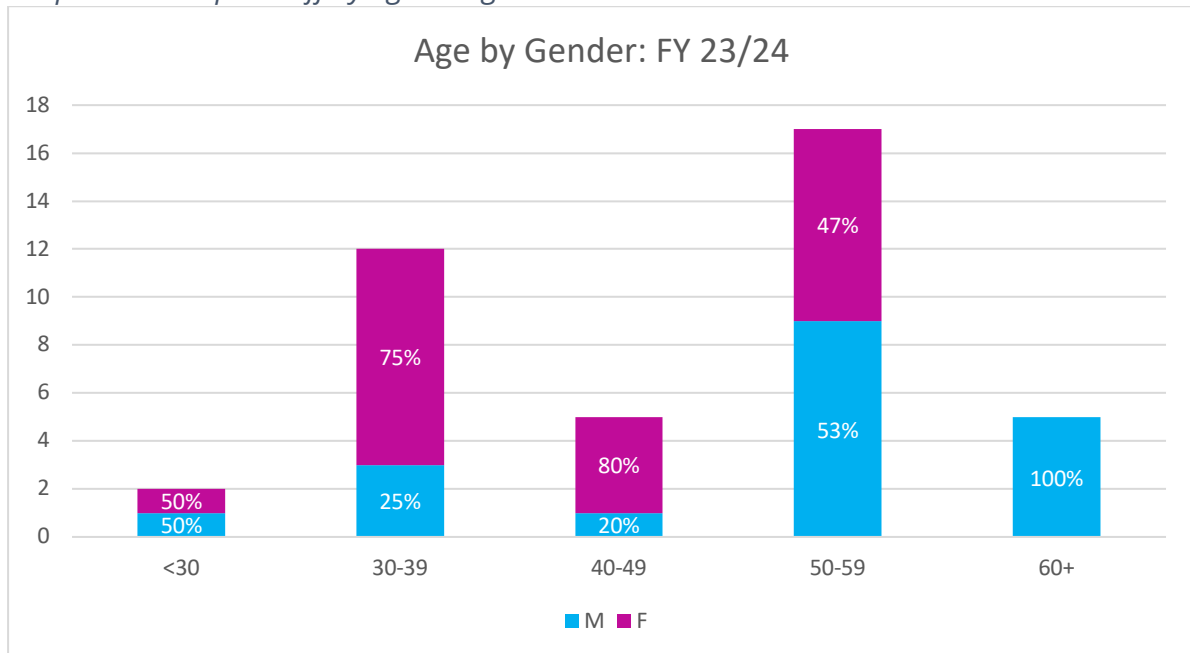




Graph 8 First Super Staff by age and gender 2022/23



Graph 9 First Super Staff by age and gender 2023/24

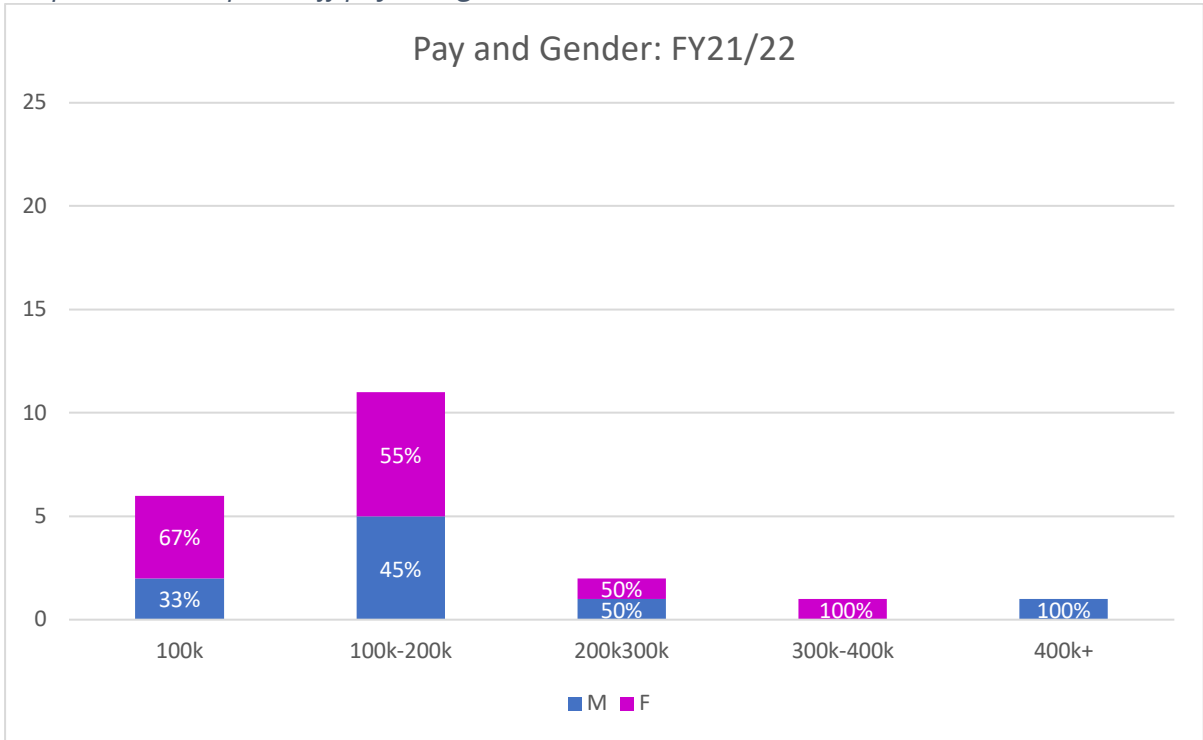




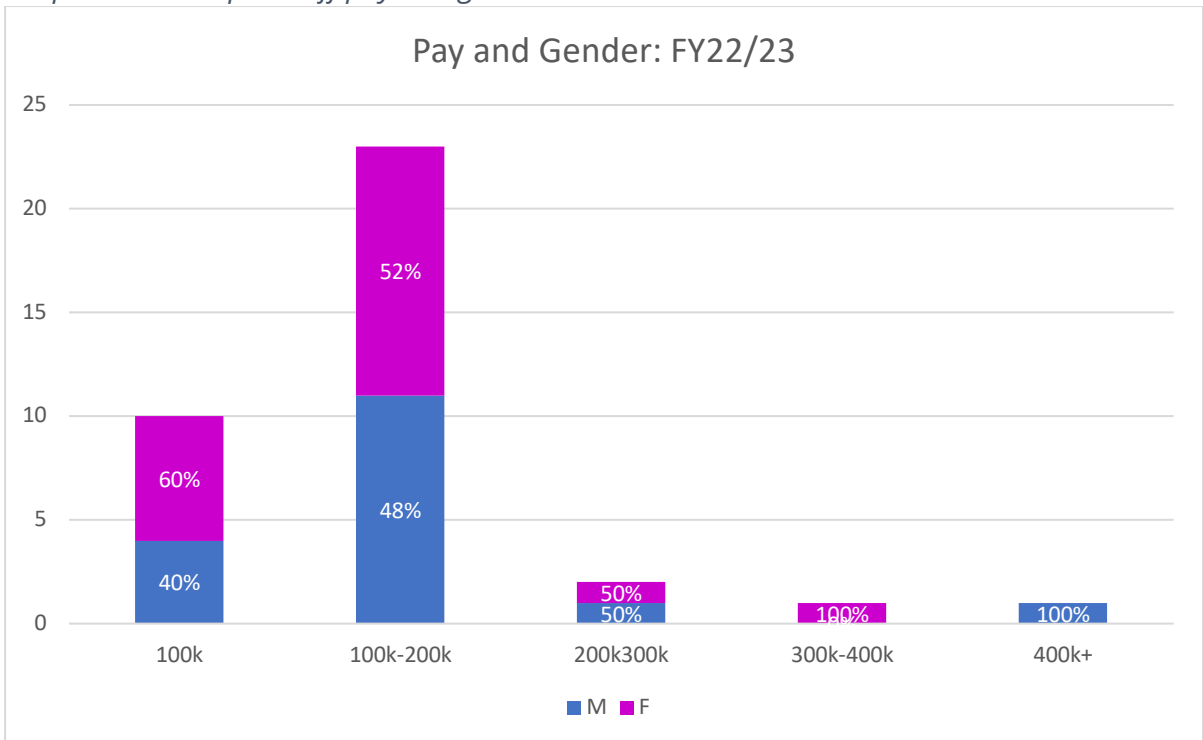
Pay and Gender

At First Super, pay and gender has been largely constant over the last three years.

Graph 10 First Super Staff pay and gender 2021/22

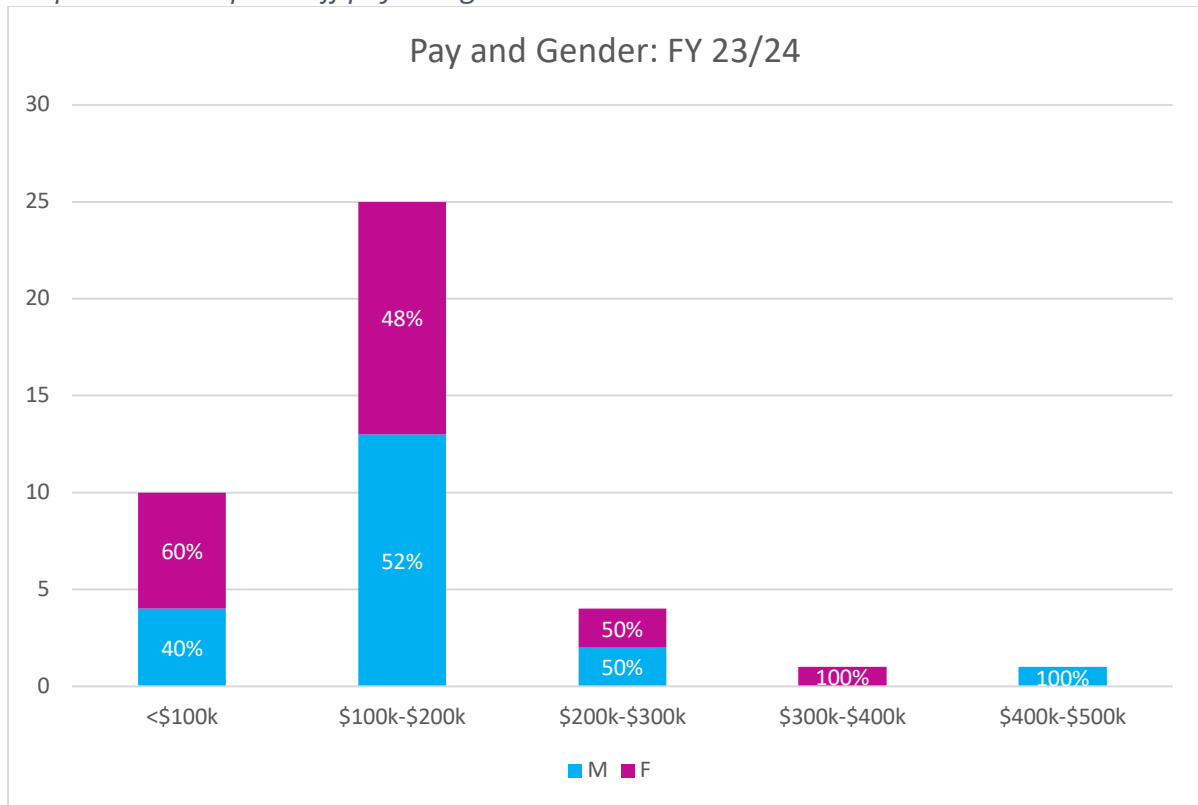


Graph 11 First Super Staff pay and gender 2022/23





Graph 12 First Super Staff pay and gender 2023/24





Other Diversity Factors

For the last two years First Super has surveyed staff to get more detail about diversity. This has included questions on education, caring responsibilities, language spoken at home and where both staff and their parents were born.

The percentage of First Super staff born overseas (29.41%) is consistent with the Australian population generally (29.3%, 2021 Australian Census). First Super staff are more likely to have a parent born overseas, 69%, to the Australian average of 51.5%. Additionally, 47% of First Super staff are first generation Australians, far in excess of the national average of 29.3%.

Unsurprisingly, First Super staff are above the Australian average in terms of educational levels. Thirty-two of the thirty-six respondents have a non-school qualification, or 94%. This is much greater than the 67% of the Australian population. Sixteen respondents had a bachelors and seven a postgraduate degree. More than half of respondents, nineteen, were the first generation in their family to have completed a degree. Furthermore, twenty-seven are the first in their family to work in the financial services sector.

Broadly speaking this demonstrates that many of First Super's staff are highly educated and are first or second generation Australians. This adds to First Super's cultural diversity by bringing together many educated people from different and diverse backgrounds.