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Australian Government



**Workplace
Gender Equality
Agency**



2022 - 23 Gender Equality Reporting

Submitted By:

AMP Limited 49079354519

AMP Services Limited 50081143786

AMP Bank Limited 15081596009

SMSF Operations Pty Ltd 30007778341

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy; Strategy

Retention: Yes

Policy

Performance management processes: Yes

Policy

Promotions: Yes.

Strategy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

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

AMP has a range of policies and processes in place to support gender equality in the workplace. These include:

- Gender equality considerations in our recruitment, retention, promotion and remuneration processes
- Providing a flexible working environment through a range of leave and working options including carers leave, flexible hours of work, job sharing, remote working and purchase and unpaid leave
- Parental leave policy which in 2021 removed distinctions between primary and secondary carers, reduced the eligibility period from 12 to 6 months and increased superannuation contribution during unpaid parental leave from 38 weeks to 24 months (less any period of paid leave)
- Domestic and Family Violence leave and support measures for employees experiencing violence
- Providing guidance during remuneration reviews to identify gender pay

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anomalies to inform remuneration changes as part of AMPs commitment to gender pay equality

- Recognition of Days of Significance, aligned with our Inclusion & Diversity strategy and focus pillars and driven through the AMP employee Inclusion & Diversity Council

The AMP employee Inclusion and Diversity Council was established in December 2022. With a Group Executive sponsor and representation across all business areas, the Council is empowered to align Inclusion and Diversity efforts and focus across the business. The AMP Inclusion and Diversity framework and strategy identify Gender as a core pillar of focus and throughout 2022 initiatives such as AMP's "Together Supporting Women" network worked to encourage, promote and support women at AMP in their careers through mentoring programs, knowledge and resource sharing and speaker events. In March 2023 AMP celebrated International Women's Day with a special panel event moderated by our CEO Alexis George and with a panel of female representatives and executives across the business, including the General Manager of the AMP Foundation. Aligned to the United Nations Human Right Commission IWD focus, the discussion focused on sharing of personal stories, insights, facts and the role we can all play in ensuring gender equality.

As part of our People strategy to drive performance through leadership, inclusion, and learning, in 2022 we partnered with external provider Diversity Partners to deliver Inclusion in Action workshops to all people leaders across AMP. In addition to this we ran workshops for our Talent Acquisition Team and broader People & Culture team that focused on Recruiting Fairly and Objectively: Challenging Unconscious Bias. Partnering with Diversity Partners, these workshops focused on why inclusion and diversity matters, unconscious bias and the impact on our decisions, challenging unconscious bias in recruitment and selection decisions, and recruiting fairly and objectively. We also continued to support our leaders and broader workforce in developing the skills it takes to be an inclusive leader and colleague through online foundational Core Inclusion training modules in the first half of 2022, which will be continued again and expanded on throughout 2023.

Governing Bodies

Organisation: AMP Limited

1.Name of the governing body: AMP Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member			

Female (F)	Male (M)	Non-Binary
3	4	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2025-12-31

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

Organisation: AMP Services Limited

1. Name of the governing body: AMP Limited

2. Type of the governing body: Board of Directors

3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	3	4	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2025-12-31

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

Organisation: AMP Bank Limited

1.Name of the governing body: AMP Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F) 1	Male (M) 0	Non-Binary 0
Member	Female (F) 3	Male (M) 4	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2025-12-31

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

Organisation: SMSF Operations Pty Ltd

1.Name of the governing body: AMP Limited

2.Type of the governing body: Board of Directors

3.Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	3	4	0

4.Formal section policy and/or strategy: Yes

Selected value: Policy

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

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2025-12-31

Selected value:

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

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

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AMPs Inclusion and Diversity policy outlines our approach and commitment to inclusion and diversity. The policy requires the board to set measurable objectives for achieving gender diversity and to annually assess both the objective and AMPs progress in achieving them.

AMP has clear gender diversity targets, adopting a 40:40:20 approach to gender representation whereby the aim is to have 40% women, 40% men and 20% open (male, female, non-binary or other genders) at all levels across the organisation, including the Board.

In 2022, across its total workforce, AMP maintained an approximately equal gender balance of 50% female and 50% Male employees.

Positively, AMP has also met gender diversity targets across middle management (47.5% female representation, a 2.5% increase), Head Of (40.6% female representation, a 2.6% increase), Executive Management (46.6% female representation, a 4% increase) and Board (50% female representation, including female Chair).

Focus on diversity continues as we look to ensure targets continue to be met across all levels of leadership and the organisation as a whole. We remain focused on developing female talent, ensuring an inclusive recruitment and talent process with processes in place for targeting gender balanced shortlists and interview panels, and ensuring increased female representation on succession plans. Gender remains a core pillar of our Inclusion & Diversity strategy and a focus of the Board, the Inclusion & Diversity Council, and the wider workforce.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy; Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To 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

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

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4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

In order to address any gaps identified in remuneration analysis, during the cyclical annual review process we:

- Ensured, through calibration, that the performance ratings for the 2022 Performance process were appropriate and didn't indicate any bias;
- Highlighted pay equity anomalies to business leaders in preparation for the annual remuneration review to help inform remuneration decisions;
- Reserved a portion of the fixed remuneration budget to specifically address fixed pay equity anomalies; and
- Directed managers to ensure fixed and variable remuneration outcomes in the annual remuneration review are fair and consistent for employees in similar roles performing at similar levels regardless of gender, ethnicity, age, religion, flexible work or other factors.

Our executive team were closely involved in reviewing the above data and provided strong support in helping to drive and reinforce through their business units a pay-equity approach.

Management will continue to track and review pay equity on an on-going basis and continue to focus on building a range of strategies to enhance this as we move forward. In particular the implementation of our Career Framework in 2022 has increased the visibility and accuracy of like-for-like roles and subsequent pay equity.

Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes

1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2 Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Trained people-managers in addressing gender bias (including unconscious bias)

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1.3 What type of gender remuneration gap analysis has been undertaken?

A like-for-like gap analysis was recently undertaken, utilising an organisation-wide job levelling and classification framework (Career Framework) to establish like-for-like comparative positions and market positioning within established pay ranges to identify any pay gaps.

Through the recent remuneration cycle our executive team were closely involved in providing strong support in driving and reinforcing through their business units a pay-equity approach.

Management will continue to track and review pay equity on an on-going basis and continue to focus on building a range of strategies to enhance this as we move forward. In particular the implementation of our Career Framework in 2022 has increased the visibility and accuracy of like-for-like roles and subsequent pay equity.

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Ongoing activities are in place for 2023 that will further improve pay equity practices for the organisation. These initiatives and activities include:

- Implementation of an organisation-wide job levelling and classification framework (Career Framework)
- Review and update of remuneration policies
- During the remuneration review we considered gender and reserved funding to help drive pay equity outcomes through further activity

Employee Consultation

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

Yes

1.1 How did you consult employees?

Consultative committee or group; Focus groups; Exit interviews; Survey

1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

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

No

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

At AMP we use several key measures to help track progress in supporting and developing our people. These include tracking of overall employee satisfaction, inclusion index measures, learning, development and career measures and factors relating to flexibility and wellbeing, inclusive of gender equality considerations.

We continue to encourage our people to speak up through a number of channels and forums and support leaders in adopting a listen, learn, act approach to ensure feedback is heard and acted upon, with clear communication channels for employees to utilise and receive updates on action. We have a number of initiatives in place such as our bi-monthly employee pulse surveys, coffee connect conversations between CEO and employees or ExCo and employees, skip-level conversations and open town hall forums across all business groups. We run a monthly CEO forum, AMP Live, which provides opportunity for all employees to engage with the CEO, discuss topics of interest and raise questions directly to the leadership team. These initiatives enable us to acknowledge and address specific concerns and questions, focusing transparent attention on areas that require action or improvement.

In 2022 we established the AMP Inclusion and Diversity Council. This employee council, with sponsorship from a Group Executive, is empowered to provide focus and drive behind our Inclusion and Diversity Strategy and actions, providing a voice for all employees and ensuring Inclusion and Diversity remains a key priority across the whole business.

As part of our ongoing commitment to create an inclusive and diverse workforce, in 2022 we also ran an employee Inclusion and Diversity Census, the first since 2019. Developed in consultation with the Diversity Council of Australia, the census was a voluntary, confidential survey to understand the demographic of our workforce, and how they experience AMP, including identification of any potential barriers to their progression and success. The survey covered core areas of gender identification, cultural identity, Aboriginal and Torres Strait Islander identity, linguistics, religion, ability, carer responsibilities, work experience. Over 69% of our employees completed the volunteer survey, providing an accurate and detailed

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insight to the composition of our workforce, their needs, and how we can best support our people. This provided significant input to our Inclusion and Diversity strategy and ensured all of our people had the opportunity to express their needs.

Employees are also provided with the opportunity to complete an online exit survey upon leaving AMP, providing opportunity to provide feedback which can be kept confidential, or a face to face exit interview for open discussion if requested.

#Flexible Work

Flexible Working

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

Yes

Policy; Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

No

Not aware of the need; Not a priority

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: The AMP We Flex policy gives employees the autonomy to choose when, where and how they work.

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

Yes

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

Yes

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

No

Other

Other: The AMP We Flex policy gives employees the autonomy to choose when, where and how they work.

Team-based training is provided throughout the organisation

Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available; Informal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

Don't know / Not applicable

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

AMP is committed to a flexible work environment that gives our leaders and employees the autonomy to agree how, when and where work is done, in support of an inclusive workplace. This is achieved through our updated Flexible work (We-Flex) Policy, which provides an overview of AMP's approach to flexible work arrangements that are available to all employees, and is underpinned by three core principles: Keep Agile, Stay Connected, and Maintain Wellbeing.

The We-Flex policy recognises that offering flexible work arrangements helps support and an inclusive and diverse workforce. The policy recognises the need for flexibility and agreement where employees whose role or preferences for flexible

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work required a more structured, consistent approach to office and home time. Our technology and teams support hybrid working and ensure we continue to be able to deliver on key business priorities and support our customers whilst ensuring flexibility for our people. Employees are also encouraged to adopt email signatures that signal the importance of flexible work at AMP and promote greater wellbeing and work-life balance.

In addition and as part of our ongoing commitment to create an inclusive and diverse workforce, in 2022 we also ran an employee Inclusion and Diversity Census.

Developed in consultation with the Diversity Council of Australia, the census was a voluntary, confidential survey to understand the demographic of our workforce, and how they experience AMP, including identification of any potential barriers to their progression and success. The survey covered core areas of gender identification, cultural identity, Aboriginal and Torres Strait Islander identity, linguistics, religion, ability, carer responsibilities, work experience. Over 69% of our employees completed the volunteer survey, providing an accurate and detailed insight to the composition of our workforce, their needs, and how we can best support our people. The insights provided from our people regarding flexibility, carer responsibilities and work location needs, along with any associated needs or barriers to progression provide core inputs for our Inclusion & Diversity strategy and actions moving forward.

AMP is committed to creating a safe and well workplace for our people through leading sustainable health, safety and wellbeing practices.

#Employee Support

Paid Parental leave

- 1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

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

The AMP Parental Leave policy focuses on supporting all new parents, embracing inclusion at work and home and helping address the gender superannuation gap.

Developed in 2021, the policy:

- Has no distinction between primary and secondary carers, ensuring all parents at AMP may take up to 14 weeks paid parental leave
- Reduced the period of eligibility from 12 months to 6 months of service (with some exceptions)
- Increased superannuation contributions during unpaid parents leave from the

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previous cap of 38 weeks of unpaid leave to 24 months (inclusive of both paid and unpaid leave, subject to superannuation caps)

- Ensures paid parental leave can be used in the first 2 years after birth or adoption (rather than one year)
- Ensures paid parental leave can be used flexibly, in a way that suits both employee's family and work

Whilst pregnancy and birth are often joyous occasions, we recognised that some parents may tragically experience loss, grief and trauma at this time. Our approach provides more support for parents who experience this, and is complemented by counselling and support available through our CHAMP (EAP) program.

Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy

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

2.1. Employer subsidised childcare

No

Insufficient resources/expertise

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Insufficient resources/expertise

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Insufficient resources/expertise

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

Yes

Available at ALL worksites

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

Yes

Available at ALL worksites

2.7. Internal support networks for parents

Yes

Available at ALL worksites

2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

No

Insufficient resources/expertise

2.10. Parenting workshops targeting mothers

No

Insufficient resources/expertise

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No

Insufficient resources/expertise

2.13. On-site childcare

No

Insufficient resources/expertise

2.14. Other details: No

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

AMP's WeFlex policy and extensive Leave policy provides working parents with the flexibility they need to balance their personal and professional life. All permanent AMP employees also have access to AMP Advantage, an online discount program which includes almost 400 retailers and services including baby sitting and nannying services. All AMP employees have access to AMP's employee assistance program, CHAMP. The CHAMP program provides proactive and positive wellbeing initiatives to help our employees improve any area of their life that might need attention - including consultants trained in family therapy and support.

As part of our ongoing commitment to create an inclusive and diverse workforce, in 2022 we also ran an employee Inclusion & Diversity Census. Developed in consultation with the Diversity Council of Australia, the census was a voluntary, confidential survey to understand the demographic of our workforce, and how they experience AMP, including identification of any potential barriers to their progression and success. The survey covered core areas of gender identification, cultural identity, Aboriginal and Torres Strait Islander identity, linguistics, religion,

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ability, carer responsibilities, work experience. Over 69% of our employees completed the volunteer survey, providing an accurate and detailed insight to the composition of our workforce, their needs, and how we can best support our people. The insights provided from our people regarding carer responsibilities and any associated needs or barriers to progression provide core inputs for our Inclusion & Diversity strategy and actions moving forward to support those in our workforce with carer responsibilities.

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy; Strategy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

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

All Non-Managers

Yes

Voluntary question: All Non-Managers

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

Family or domestic violence

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

Yes

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2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

No

Insufficient resources/expertise; Other

Provide Details: Covered in policy applicable to all employees.

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Other

Provide Details: Case by case basis.

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No

Other

Provide Details: Case by case basis.

Training of key personnel

No

Insufficient resources/expertise

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details:Covered in policy applicable to all employees.

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

Number of days:

10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details:Covered in policy applicable to all employees.

Access to unpaid leave

Yes

Is the leave period unlimited?

No

Number of days:

10

Provide Details: Yes

Employees have access to a free session with a financial advisor.

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

As part of our 2023 policy review AMP will be reviewing our current Domestic and Family Violence Support policy and updating where required to ensure further update and ongoing and additional support for employees and their families.