

First Super Diversity and Inclusion Report 2022/2023



Introduction

First Super's Diversity and Inclusion policy has the purpose of facilitating and supporting an inclusive working environment encouraging and recognising each First Super team members' individual differences.

The Policy's immediate objective is to ensure that selection and promotion processes achieve diversity particularly in ensuring gender balance throughout First Super.



Discussion

With insourcing Member and Employer Services in April 2023, the number of First Super employees increased to 37, up from 21 in 2021/22.

In 2021/22, 57% of employees were female and in 2022/23 this declined to 54%. The two pie charts below present gender split on the basis of full time, part time and contract employment.

There was decline in females employed full time in 2022/23 compared with the prior period due to employment of part time and contract staff to cover maternity leave absences and a decision to create part time specialist roles in the Marketing and Communications team. Also, one Member and Employer Services Coordinator is a part-time employee.

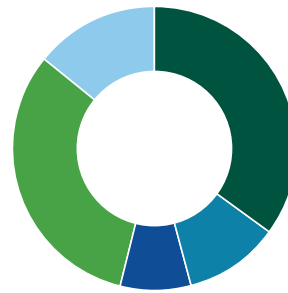
First Super Employees by Gender and Employment Status

2021/22



● Full time female	48.0%
● Part time female	9.0%
● Contract – female	0%
● Full time male	33.0%
● Part time male	10.0%
● Contract – male	0%

2022/23



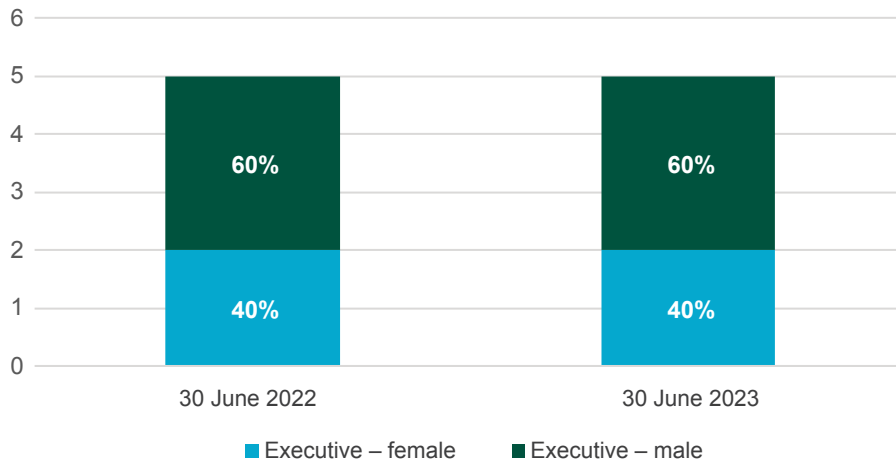
● Full time female	35.0%
● Part time female	11.0%
● Contract – female	8.0%
● Full time male	32.0%
● Part time male	14.0%
● Contract – male	0.0%

Role by gender

In terms of gender composition of roles within the Trustee office, there was some change with increases in the percentages of males employed at a managerial and at a staff level. This was due to employment of Member and Employer Services Coordinators.

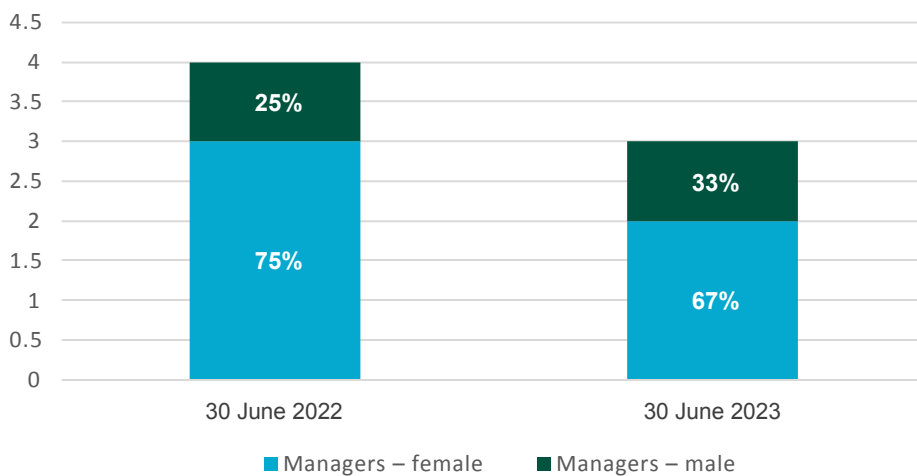
First Super Executive by gender

Headcount of Function: Executive



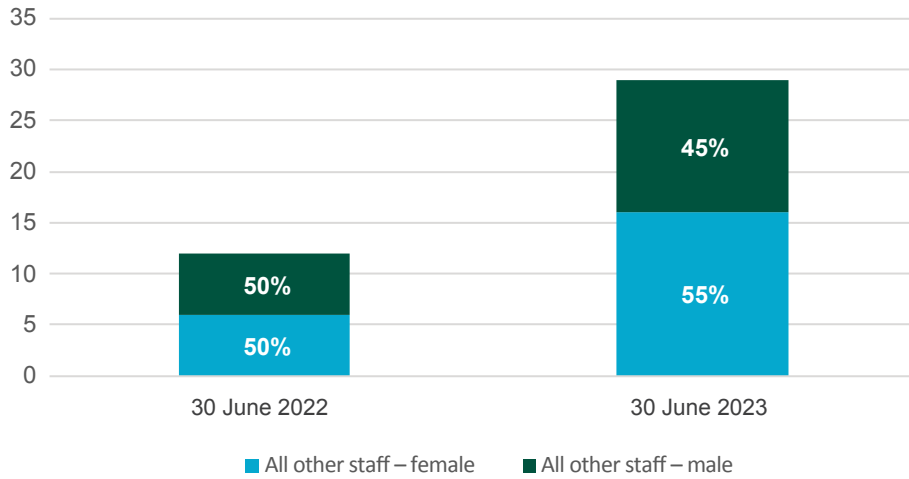
First Super Managers by gender

Headcount of Function: Managers



First Super Staff by gender

Headcount of Function: Staff



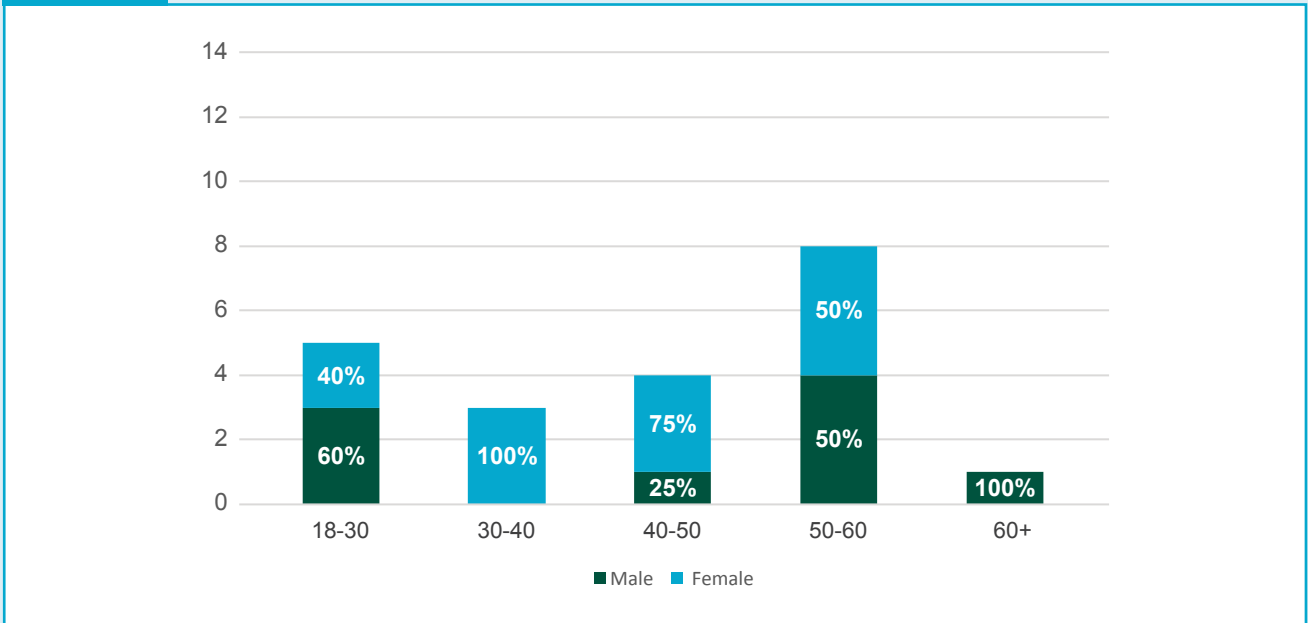
Age by Gender

With employment of additional marketing and communications staff and the Member and Employer Services Coordinators, First Super's workforce became older with 17 staff over the age of 50 compared with nine in 2021/22.

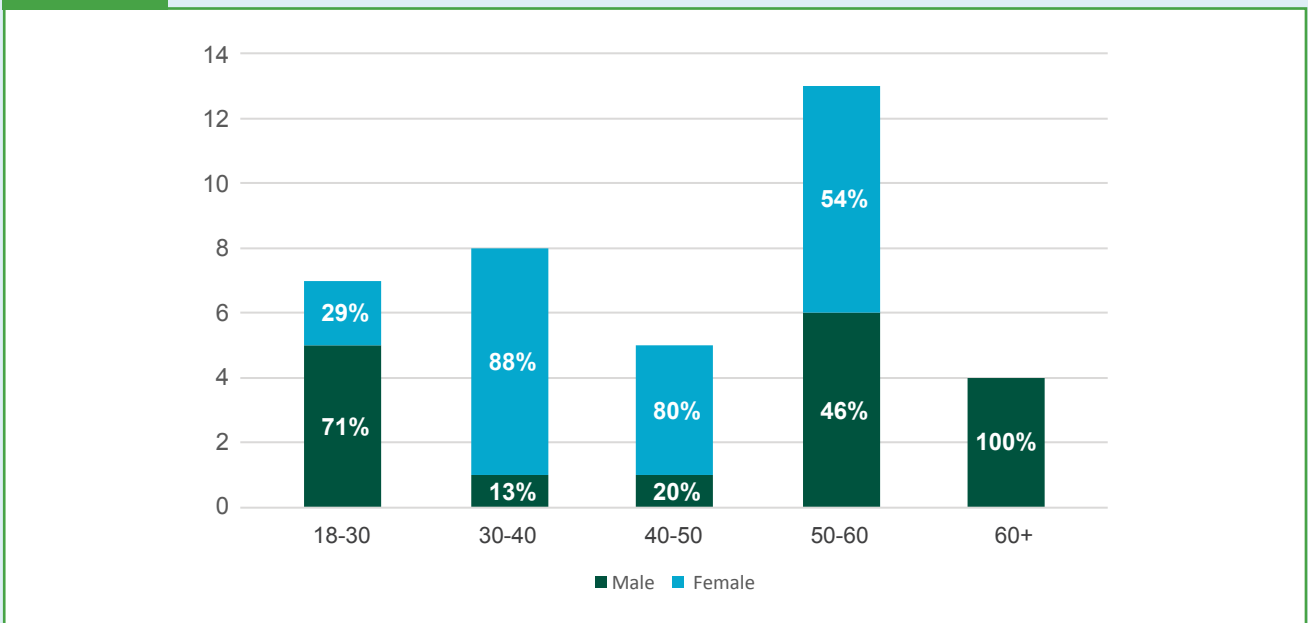
However the number of staff under the age of fifty increased from 12 in 2021/22 to 22 in 2022/23.

First Super Staff by age and gender

FY21/22



FY22/23

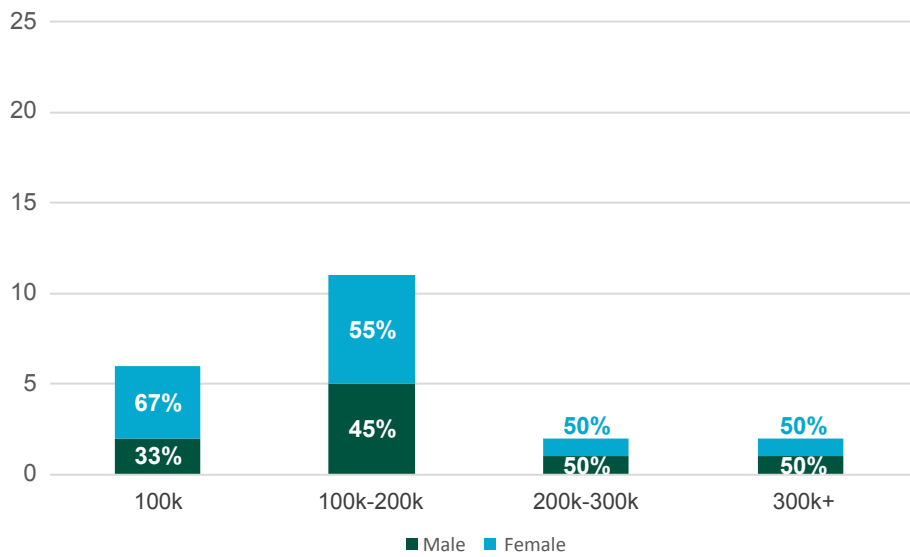


Pay and Gender

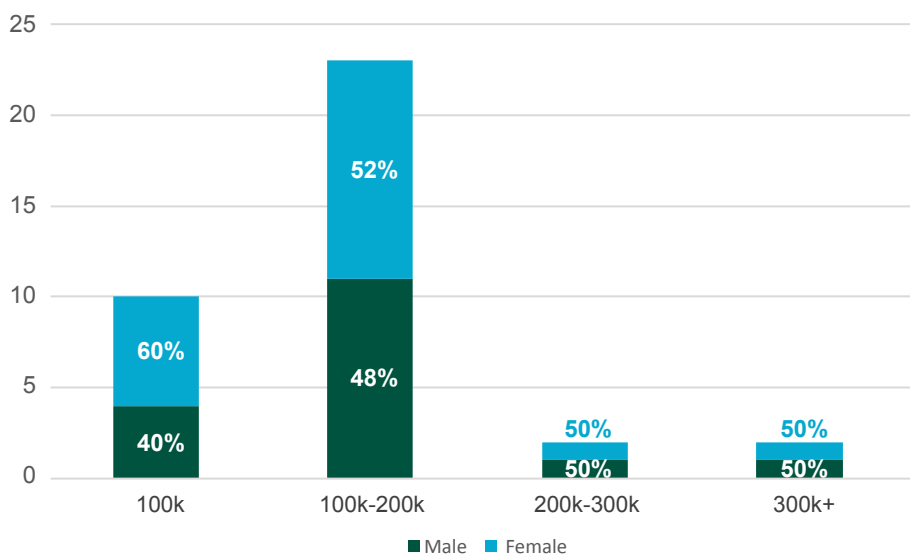
Pay and gender was largely constant between periods even with the increase in staff numbers.

First Super Staff pay and gender

FY21/22



FY22/23



Other diversity factors

In addition to analysing gender we also surveyed staff about education, caring responsibilities, language spoken at home and where both staff and their parents were born.

The percentage of staff born overseas is consistent with the Australian population generally at **29.5% in 2022**. As is parents born overseas which was **48.2% in the 2021 Census**. As is a language other than English spoken at home which was 22.3%.

First Super staff are above the Australian average in terms of educational levels. **51%** of the Australians hold a bachelor level degree or above compared with **65%** of First Super staff. Similarly **91%** of First Super staff hold a post school qualification compared with **56%**.

Important information: The material contained in this bulletin is accurate and reliable as at December 2023.

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