

25 February 2019



First State Super recognised as WGEA Employer of Choice

First State Super has been named as a Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality for the third consecutive year.

WGEA's Employer of Choice citation is awarded to organisations that demonstrate a genuine commitment to achieving gender equality in Australian workplaces.

First State Super CEO Deanne Stewart said: "To be recognised as one of just 140 Australian businesses with WGEA's Employer of Choice citation is a real honour and pleasing recognition of our ongoing effort to celebrate and support diversity and inclusion at First State Super.

"Each year the criteria to achieve this citation is reviewed and strengthened to reflect best practice and, we know it is essential we continue to review our internal practices and maintain our focus on this important issue.

"We want our team to bring their whole selves to work and removing barriers relating to gender or other biases is essential to achieving this.

"Over the past 12 months we have particularly focused on removing potential gender barriers from our recruitment practices.

"We have developed a diversity and inclusion pack for our recruitment partners and all of our hiring managers have undertaken unconscious bias training, to ensure that we attract and recruit the best and most diverse team to support our members.

"We have also worked hard to further embed flexible work practices across our organisation and have encouraged all of our team to make use of these, not just those with caring responsibilities.

"We will soon commence our second external Gender Pay Equity study with our partner AON, reinforcing our sustained efforts to ensure pay equity at First State Super.

"Responding to gender inequality is something our members are passionate about. More than two-thirds of our 760,000 members are women and many have experienced the impact of gender inequality first-hand, particularly in relation to their superannuation account balances.

"Despite pleasing improvements in Australia's gender pay gap, women still retire with significantly less superannuation than men, impacting the quality of their retirement.

"As one of Australia's largest profit-for-member superannuation funds, our aim is to be a leader in supporting equality, inclusion and diversity not only in our workplace but with our members and in the broader community as well."

WGEA Director Libby Lyons said: “Embracing workplace gender equality means different things for different organisations. Every employer committed to gender equality embarks upon their own unique journey towards achieving the equal participation by women and men in their workplace. The WGEA Employer of Choice for Gender Equality citation provides a rigorous and sophisticated roadmap to guide employers along the path.

“We have awarded a record 140 Employer of Choice for Gender Equality citations this year. All of our 2018-2019 EOCGE citations holders are at different stages of their gender equality journey. What unites them is their determination and commitment to achieving workplace gender equality. I congratulate all of these organisations for being agents of change, leading the way forward for other Australian employers to follow.”

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Media enquiries:

[Di Lloyd](mailto:media@firststatesuper.com.au), Corporate Affairs Manager on 0419 177 599 or at media@firststatesuper.com.au

Note to Editors:

First State Super is one of Australia's largest profit-for-member financial services organisations. We provide our members with a better financial future through safe and secure superannuation and quality financial advice. Our size enables us to invest in ways that make a positive impact on the economy, the environment and the communities in which our members live, work and retire. Most of our members work in vocational roles that care for our communities. They are nurses, midwives, teachers, police, firefighters, paramedics and others who dedicate their careers to helping others.

We believe that everyone deserves a dignified retirement. Through our financial planning company, StatePlus we provide high quality, affordable advice for members and all Australians. While we're big, we see our members as individuals. We understand the role we play in safeguarding their savings and working with them to plan for the future they want.

Key facts:

- We manage \$91bn in retirement savings, including \$72bn in superannuation and \$19bn in retirement savings under advice.
- We provide superannuation and advice to more than 760,000 members nationwide, two-thirds of whom are women
- Through our financial planning company StatePlus, our members and clients have access to over 220 financial planners across a broad network of regional offices.