

Women in STEM Decadal Plan

Champion Response



Message from our CEO and Managing Director, Iñaki Berroeta



At TPG Telecom we believe that the things that make you different are what makes the difference.

I'm proud to present to you TPG Telecom's Decadal Plan Champion response.

Our vision is to enable TPG Telecom as an employer of choice for women, through becoming an organisation that celebrates, empowers and promotes women into leadership. As a technology organisation, we have an incredible opportunity to improve gender equality in the sector more broadly, and support current and future women in Science, Technology, Engineering and Maths (STEM).

That's why we launched STEMpower, an employee network spanning all of TPG Telecom's brands. Our aim is to influence girls and women in the community to consider a career in STEM, while also enabling women at TPG Telecom to grow and succeed.

While we are very fortunate to have some incredible female leaders and a long history of educational partnerships supporting girls and women in STEM, we recognise that a significant opportunity remains to improve female representation within our industry. This Decadal Plan Champion response outlines our goals and strategies for enabling girls and women in the workforce and in the community to reach their full potential.

Together, we can really make a difference and build an inclusive and equal workplace for us all.

About TPG Telecom

TPG Telecom is a full-service telecommunications provider and is home to some of Australia's most-loved brands including Vodafone, TPG, iiNet, AAPT, Internode, Lebara and Felix. We own and operate nationwide mobile and fixed networks that are connecting Australia for the better, employing 3264 people across all major cities at 22 offices.

As the second largest telecommunications company listed on the ASX, TPG Telecom has a strong challenger spirit and a commitment to delivering the best services and products to our customers. We are driving competition and choice for businesses and consumers across Australia.

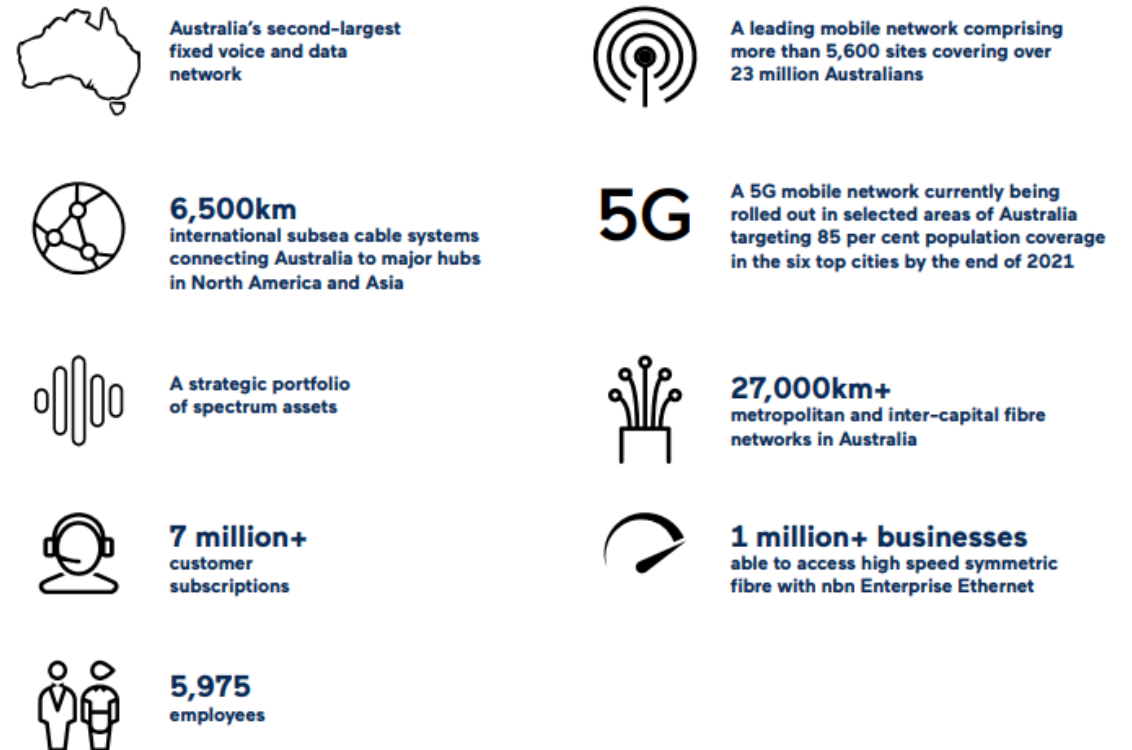
With the merger of TPG Telecom and Vodafone Hutchison Australia bringing together two highly complementary businesses, TPG Telecom has the scale to compete more effectively in the market – with greater ability to invest and drive innovation, service and product improvements to benefit all Australians.

We believe that with this scale and opportunity, comes an even greater accountability to act as a responsible and sustainable business, and that doing so will be fundamental to the creation and protection of long-term value. We aim to do business in a way which responds to the needs and expectations of all of our stakeholders – including our customers, employees, shareholders, regulators, and our wider society.

Our purpose is to build meaningful relationships and support vibrant, connected communities.



Our organisation at a glance:



Opportunity One: Leadership



Currently in the telco industry, women comprise only 31% of the overall workforce and only 25.6% of key management personnel, according to the Workplace Gender Equality Agency. **As a technology organisation, we have an incredible opportunity for leadership and improving gender equality in the sector more broadly.**

That's why we developed our 2021-2023 Gender Action Plan, which acts as our roadmap to improving gender equality at TPG Telecom over the next three years. Our aim is to increase female representation in our workforce, in particular leadership positions, through commitments around promoting visible female role models, building our women's capability and networks, ensuring an equitable recruitment process, and monitoring key gender diversity metrics. In turn, we hope to influence the broader technology sector.

We understand that leadership support is critical to the success of these initiatives, and our entire Executive Leadership Team are committed to the actions in this Plan. We are fortunate to have three executive sponsors who are strong advocates for gender equity and passionate male allies: Rob James, Reggie Naik and Barry Kezik. As TPG Telecom's leaders of Digital and Information, Fibre Operations and Access Network Deployment, and Mobile and Fixed Networks specifically, they all actively support our STEMpower initiatives throughout the year.

Additionally, progress on the Gender Action Plan will be monitored and overseen by our executive leadership team and the Board, with the intention to set specific representation targets to be monitored on a quarterly basis.

Our purpose as an organisation is to build meaningful relationships and support vibrant, connected communities. As part of this, we are always looking to form partnerships with organisations where there is an alignment in values and goals to support gender equality in STEM. More on our educational partnerships are shared on page 8.

Opportunity Two: Evaluation



To monitor our progress against our internal 2021-2023 Gender Action Plan, we have identified measures of success to be tracked and reviewed internally on a regular basis. These metrics will also be shared with our executive leadership team and Board of Directors.

These include measures such as:

- Gender diversity: at an overall level, in senior leadership, in promotions/hires/leavers, particularly in our technology functions
- Gender pay gap
- Employee feedback via our culture and engagement surveys
- External feedback via Glassdoor reviews and anecdotal feedback from partnerships
- External recognition through employer awards
- Internal social media engagement on Workplace
- External social media engagement on LinkedIn
- Attainment of a Workplace Gender Equality Agency Employer of Choice citation

Our annual Workplace Gender Equality Agency compliance reporting will also be publicly available to view on the WGEA website.

As part of the Gender Action Plan, we are also looking to implement specific gender targets for senior leadership and our female leadership talent pipeline after first establishing a baseline across our merged organisation.

Opportunity Three: Workplace Culture



At TPG Telecom, we want to foster an inclusive workplace that maximises the participation of women in the workplace, while supporting them to develop and progress into leadership roles.

Our focus to date has been on combatting inequality by reducing the gender pay gap and supporting parents at work through the following initiatives:

- **Flexibility** – To support a better work-life balance for all, we provide flexible working arrangements such as varied hours of working and job sharing. We also provide various leave options including **additional purchased leave, compassionate leave, study leave and career break leave.**
- **Regular pay equity reviews** – We conduct annual analyses to ensure all employees are remunerated appropriately based on merit and experience without gender bias, and that there are no unexplained differences in pay.
- **SuperBump** – Providing additional super payments to eligible female employees to address the super pay gap at retirement.
- **Parental leave** – We offer a competitive 16 weeks of paid parental leave in conjunction with a 4 for 5 benefit, which eases the return from parental leave by allowing employees to work a 30-hour week at full pay for the first six months. We've also previously offered onsite vacation care at our North Sydney office.
- **Family and domestic violence** – We know this issue disproportionately affects women and their financial independence. That's why we now also offer paid family and domestic violence leave to our employees.

As part of our 2021-2023 Gender Action Plan, we have also committed to the following actions:

- Develop inclusive recruitment guidelines to support our Talent Acquisition team and Hiring Managers
- Review recruitment ads for inclusive and de-gendered language
- Review careers website for diverse imagery and employee profiles
- Investigate inclusive leadership training
- Launch our Respect@Work training module, clarifying our zero-tolerance approach to harassment and bullying
- Conduct employee listening via surveys, focus groups with executive sponsors and exit interview data, to identify specific areas for action to improve gender equality
- Explore and pilot an internal mentoring program for our women

Opportunity Four: Visibility

We recognise the importance of visible female role models in STEM, not only for their impact for our own people but also girls and women in the community.

Our activities to support our female STEM stars to build their brand internally and externally include:

- A communications campaign incorporating regular profiles of our women in STEM on Workplace
- Virtual Lunch and Learns with our female STEM employees
- Promoting our women externally on the TPG Telecom LinkedIn
- Providing networking opportunities via our STEM Decadal Plan industry event
- Providing our women mentoring opportunities as part of our educational partnerships (e.g. UTS Lucy Mentoring, Dream Connection)

In future, we also look to explore:

- Additional industry events and external networking opportunities for our women
- Opportunities for our female STEM stars and their male allies to advocate externally via speaking engagements and conferences
- Opportunities for our women to deliver presentations to schools to inspire girls in the community\

Opportunity Five: Education



In order to influence and build the future talent pipeline for STEM, we know we need to start with schooling and education. That's why one of the major focus areas of our STEmpower strategy centres on education and how we inspire young girls in the community to see a future in STEM.

We have been engaging with all levels of education from primary school to university. Our partnerships to date include:

- **UTS Lucy Mentoring**
- **Tech Girls Movement**
- **GoIT Girls** with Tata Consultancy Services
- **Dream Connection** with Goanna Education
- **Girls' Tech Day** with Inspiring the Future Australia and Amazon Web Services
- **Vodafone Next** with Coder Academy, for which we were recognised with the inaugural Diversity and Inclusion award at the 2020 ACOMM Awards

In future, we also look to explore:

- Additional partnerships with universities to connect students with TPG Telecom mentors
- Supporting more Aboriginal and Torres Strait Islander students in collaboration with Goanna Education
- Opportunities for students to undertake work experience at TPG Telecom