



QBE Insurance Group

Social Disclosure Supplement

FY 2022

Introduction

This document provides supplemental social disclosures for the activities of QBE across its business during the financial year ended 31 December 2022, in alignment with the 2022 Sustainability Report. Data is representative of 80% or more of the QBE employee base across QBE's operations globally, unless otherwise specified. Definitions and employment levels are as per our [2022 Sustainability Data Book](#).

Supplemental Social Disclosures

TOPIC	QBE DATA
Percentage of women of total employees in levels 1 & 2	35.4%
Percentage of women of total employees in levels 3+ with people management responsibilities	45.5%
Percentage of women of total employees with no people management responsibilities	54.5%
Percentage of women promoted of total promotions	56.5%
Percentage of women of total employees in IT	29.2%
Number of weeks fully paid parental leave	<p>Our fully paid parental leave offering varies country to country, for example in 2022, noting service requirements may have been in place, employees were offered:</p> <ul style="list-style-type: none"> • 20 weeks primary and 2 weeks secondary parental leave in the UK; • 12 weeks gender neutral parental leave in Australia and NZ; • Up to 18 weeks for birth parents in the US, which includes statutory and additional parental leave, and 8 weeks for non-birthing parents; and • 15 weeks primary and 1 week secondary parental leave in the Philippines. <p>As an overall position, over 80% of QBE's employees have access to at least 12 weeks fully paid leave for primary/birth parents, and at least 1 week fully paid leave for secondary/non-birthing parents.</p>
Employee resource groups for women	<p>Women across QBE have access to employee networks with the objective of facilitating professional development and increasing leadership capability of women in the workplace. For more information, visit:</p> <ul style="list-style-type: none"> ▪ QBE Australia Pacific Gender diversity ▪ QBE North America Employee networks ▪ QBE Europe Diversity

TOPIC	QBE DATA
<p>Annual anti-sexual harassment training</p>	<p>QBE employees are required to complete mandatory Group Code of Ethics and Conduct training, including anti-sexual harassment content, annually.</p> <p>The training encourages employees to speak up, if comfortable, in the event they have witnessed or experienced sexual harassment in the workplace, or if not comfortable, to report the concern.</p> <p>Channels for reporting concerns include People Leaders, senior management, and local Compliance or People teams.</p> <p>QBE also provides a specialist third party reporting service called the Ethics Hotline that is available in most locations, where reports can be made anonymously (subject to local requirements).</p>
<p>Progress on gender equality, pay equity and pay gaps</p>	<p>In 2022, QBE joined efforts to help promote diversity across ASX 200 listed companies by pledging support for an industry driven goal for executive teams (Board and Group Executive Committee) to meet the principle of 40% women, 40% men and 20% any gender by 2030 – a goal QBE currently meets. This focus on maintaining gender balance at the executive level builds on QBE’s target of having 40% of women in leadership roles by 2025.</p> <p>When it comes to gender equality, our approach has been built on actions to accelerate the representation of women in leadership positions, investment in the development of a strong talent pipeline and advancement of female leaders.</p> <p>By supporting gender equality, we are also prioritising pay equity, recognising that a key driver of gender pay gaps is under-representation of women in leadership.</p> <p>We are actively working to remove the systemic barriers to women’s career development - which includes addressing outdated gendered caring roles, as well as ensuring a workplace culture where all views and perspectives are welcomed and respected.</p> <p>The pledge builds on initiatives already in place at QBE including:</p> <ul style="list-style-type: none"> • A refreshed QBE Group Inclusion of Diversity Policy and approach, to support our diverse workforce and ensure all voices are heard. • The focus on executive leadership builds on a commitment to have 40 per cent of women in leadership roles by 2025. • Performing annual analysis of key drivers of pay in our organisation to assess and reduce pay inequality. • A focus on supporting parents, including mainstreaming flexible paid parental leave for people in Australia and New Zealand with our Share the Care gender neutral parental leave policy.
<p>Additional information</p>	<p>The QBE Group Inclusion of Diversity Policy, signed by the QBE Group Chief Executive Officer and Group Chief People Officer, outlines our expectations, commitments, and how we are taking action toward and measuring success against our Inclusion of Diversity goals.</p> <p>The policy and related Inclusion of Diversity strategies are driven by the QBE Head of Culture and Inclusion, Group, under the supervision of the Group Chief Talent Officer, reporting to the Group Chief People Officer.</p>

