

Our commitment to diversity and inclusion

At UniSuper, we believe that embracing diversity and fostering an inclusive culture is essential to delivering exceptional service to our members and creating a thriving workplace. We are committed to providing an engaging, supportive work environment where differences are embraced and there is alignment between words and actions. Diversity and inclusion are recognised as being essential to a high performing organisation.

How we define diversity and inclusion

Inclusion is creating a workplace where everyone feels valued, respected and a true sense of belonging. People are encouraged to speak up, respect diverse perspectives, and maintain zero tolerance for discrimination or harassment.

Diversity embraces the unique characteristics that make individuals different, such as gender, age, ethnicity, disability, sexual orientation, cultural and socio-economic background, perspective and experience.

Our intent

We are committed to a culture where our people are valued, respected and able to bring their whole self to work. We want our people to represent our diverse member base. This will deliver a competitive advantage as we can better understand and anticipate member needs, resulting in a more proactive and customer centric approach.

We value different ways of thinking, encourage our people to share their views and be curious. Diverse thinking approaches contribute to improved decision making, reduce the impact of potential unconscious biases and improve organisational outcomes.

We take an innovative approach to continuous improvement and problem solving. These capabilities can be heightened in more diverse and inclusive teams.

Our approach

- Set measurable goals for gender diversity and inclusive leadership, including aiming to sustain our 40%+ of women in leadership roles.
- Strive for pay equity and monitor ways to eliminate and rectify any gaps.
- Continue to support our market leading benefits, e.g., paid parental leave.
- We encourage and promote flexible working while balancing the needs of the business.
- Provide learning and mentoring programs that support diversity and inclusion to disrupt the impact of unconscious bias on decision-making.
- Through the Diversity & Inclusion Champions group, advance inclusion and support of Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Asexual (LGBTIQ+) people.
- Embed reconciliation principles into our core business practices, aiming to build a more inclusive and equitable future for Indigenous Australians, as articulated through our Indigenous Australians Strategy.
- Consider aspects of diversity and inclusion when assessing skills and experience and strive to achieve fair and objective decision-making in appointing candidates.
- Promote mental wellbeing and offer education that builds resilience and capability in the prevention, early intervention, and management of mental health issues to reduce the impact.
- Promptly, respectfully, and with appropriate confidentiality, act on any complaints and observed behaviour that do not align with company values, behavioural expectations, or policies.
- Support and guide employees in using the appropriate resolution/grievance process for their situation.

Our culture and values

Our values—genuine care, better together and passion for outcomes—guide our inclusive culture. We expect all team members to uphold these values and contribute to a respectful and supportive workplace.

UniSuper is proud to champion diversity and inclusion as part of our purpose to provide great retirement outcomes for members.

This policy statement provides a high-level overview of UniSuper's approach to diversity and inclusion. It is not intended to create legal rights or obligations and may be updated from time to time. This information is of a general nature only and includes general advice. It has been prepared without taking into account your individual objectives, financial situation or needs. Before making any decision in relation to your UniSuper membership, you should consider your personal circumstances, the relevant product disclosure statement for your membership category and whether to consult a licensed financial adviser. This information is current as at January 2026 and is based on our understanding of legislation at that date. Information is subject to change. To the extent that this fact sheet contains information which is inconsistent with the UniSuper Trust Deed and Regulations (together the Trust Deed), the Trust Deed will prevail. Issued by: UniSuper Management Pty Ltd ABN 91 006 961 799, AFSL No. 235907 on behalf of UniSuper Limited the trustee of UniSuper, Level 1, 385 Bourke Street, Melbourne Vic 3000.

Fund: UniSuper, ABN 91 385 943 850

Trustee: UniSuper Limited, ABN 54 006 027 121 AFSL 492806

Date: January 2026 | US26-0016 0126