Case study: Flexibility drives performance

By Perpetual Sustainability
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Providing our people with the flexibility to balance their commitments at work and at home, drives performance. We know that when our people feel trusted and supported, they are more likely to perform at their best, whether that's being present for their family, community, or prioritising their wellbeing. Our industry leading policies have been designed to give our people the best opportunity to excel in their roles, by prioritising what's important to them. Each individual and family is unique, with different needs, and Perpetual is committed to providing employees with fair and equitable support to allow them to balance their work, family and personal commitments.

Benefits for our people include are:

- [Parental Leave Policy](): Perpetual encourages our business that time between working from home and in the office. Perpetual has a leader led 'We're Where We Work Best' approach that is committed to supporting our people be work in a way that meets the needs of their clients, team and personal commitments.
- [Parental Leave Policy](): Perpetual knows a genetic mum or dad could perform leave policy is available to our people in Australia, and can be taken flexibly by either parent. Since introducing this many policy, in the last 5 years more dads have used parental leave than previously. For example, the weeks of unpaid leave per parental leave taken by men has increased by just over seven weeks compared to the equivalent past leave under the previous policy (Primary Carers Leave).
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- [Parental Leave Policy](): For our people who need to care for family members, or shift work/relocation unable to work.
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