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- Case study: Flexibility drives performance

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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 Group 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:

- [Flexible Working Policy](): Perpetual Group recognises our business thrive more 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 Group's gender neutral 26 week accumulated Paid leave policy is available to our people in Australia, and can be taken flexibly by either parent. Since introducing this many dads, in the last 3 years have used parental leave as their primary carer. By contrast, the weeks of unpaid leave paid 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).
- [Carer's Leave Policy](): Perpetual Group's Carer's Leave Policy provides for our people who need to care for family members, of adult and dependent unable to work.
- [Volunteering Leave Policy](): We encourage our people to give back to the community and provide them with 2 days Perpetual Leave per financial year. This policy also confirms pro-adoption leave and leave opportunities for guardianship.
- [Superannuation](): Perpetual Group's superannuation contribution is 15.5% of ordinary time earnings, or something in this way.
- [Parental Support](): Our Life and Superannuation Trustee Service Limited (PTSSL) is committed to supporting our people in maintaining a healthy balance between their work and family responsibilities. We offer our people paid parental leave, implemented by supporting adoption, or fostering a family and non-for-profit partners.
- [Work from Home](): Perpetual Group's Work from Home Policy allows our employees in Australia to work from anywhere in Australia for up to three months each year.

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