# Case study: Flexibility drives performance

**By Perpetual Sustainability**

26 August 2024



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 our:

- Hybrid Working model: our people can balance their time between working from home and in the office. Perpetual has a leader-led 'Work Where We Work Best' approach that is committed to supporting our people to work in a way that meets the needs of their clients, team and personal commitments.
- Parental leave policy: Perpetual Group's gender-neutral 20-week paid-parental-leave policy, is available to our people in Australia and can be taken flexibly by either parent.. Since introducing this new policy, more men have taken paid parental leave than previously. On average, the weeks of consecutive paid parental leave taken by men has increased by just over seven weeks compared to the equivalent paid leave under the previous policy (Primary Carers Leave)
- Paid Bereavement Leave for Miscarriage: to support our people or their partner undergoing fertility treatment with up to five days' Paid Fertility Treatment Leave per treatment plan. The policy also outlines pre-adoption leave and leave opportunities for grandparents.
- Personal / Carers leave policy: for our people who need to care for family members, or who are themselves unable to work.
- Wellbeing leave: additional leave that can be taken to spend time with friends and family, participating in sports or hobbies or extending a holiday.
- Community leave: can be used to participate in volunteering, mentoring or learning support, or helping a charity and not-for-profit partners.
- Flexibility policy: enables all employees to request formal and informal flexible work arrangements.
- Work from anywhere in Australia policy: since March 2022, our employees in Australia have had the option to work from anywhere in Australia for up to one month each year.

This information has been prepared by Perpetual Investment Management Limited (PIML) ABN 18 000 866 535, AFSL 234426. It is general information only and is not intended to provide you with financial advice or take into account your objectives, financial situation or needs. You should consider, with a financial adviser, whether the information is suitable for your circumstances. To the extent permitted by law, no liability is accepted for any loss or damage as a result of any reliance on this information.

The information is believed to be accurate at the time of compilation and is provided in good faith. This document may contain information contributed by third parties. PIML does not warrant the accuracy or completeness of any information contributed by a third party. Forward looking statements and forecasts based on information available at the time of writing and may change without notice. No assurance is given that the forecast will prove to be accurate, as future events may impact actual results and these could differ materially from those anticipated. Any views expressed in this document are opinions of the author at the time of writing and do not constitute a recommendation to act.

The Product Disclosure Statement (PDS) for the relevant funds, issued by PIML, should be considered before deciding whether to acquire or hold units in the Fund. The PDS and Target Market Determination can be obtained by calling 1800 022 033 or visiting our website www.perpetual.com.au.

No company in the Perpetual Group (Perpetual Limited ABN 86 000 431 827 and its subsidiaries) guarantees the performance of any fund or the return of an investor's capital. No allowance has been made for taxation and returns may differ due to different tax treatments. Past performance is not indicative of future performance.