

Make work work for you

Key principles aligned to our QBE DNA

At QBE, we are changing the way we work and enhancing how you can deliver at work and prioritise what matters to you personally. This is because we have the right technology, workplace design and ways of working to empower all our people.

- We focus on business outcomes and performance, so we empower and trust our teams and take personal responsibility to deliver.
- We work together to activate the diversity in teams to drive collaboration and enhance our approach to problem solving and innovation.
- We are open and transparent in our communications and look to help and support each other to achieve results.
- We are agile and responsive to changes that impact us and our customers – we can be adaptable in how, when and where we work.

How Flex@QBE works

	<p>Flex Location: from working across boundaries in global teams to activity based working, we mix it up with work locations. We focus on performance and outputs and the value we all create.</p>		<p>Flex Dress: dress appropriately for your day, whether this is in business attire or business casual. We have the flexibility to “Dress for our Day”. <i>(Refer to local policies).</i></p>
	<p>Flex Time: flexible schedules, flexible start or finish times, part-time work, job sharing and flexible leave (study, purchased leave, floating religious holidays and volunteer leave). <i>(Refer to local policies).</i></p>		<p>Flex Think: because we’re all unique and bring different perspectives, we’re open to new thinking and fresh ideas to fuel innovation and drive change.</p>
	<p>Flex Tools: collaboration and social tools across teams and timezones – chat platforms, video conferencing and social media platforms i.e. Microsoft Teams, Skype, Yammer, Sharepoint, Mobile Workday and more.</p>		<p>Flex Benefits: a variety of local benefits including leave support for carers, discounted insurance products, gym memberships, health & wellbeing programs and more.</p>

Embedding Flex@QBE

Our inclusive leaders encourage flexibility by:

- Speaking up and role modelling how they sponsor flexibility, sharing their personal stories on how they maintain balance, health and wellbeing
- Having a conversation with employees to understand their flexibility needs – working together to take into account business and individual needs
- Showcasing, promoting and supporting Flex@QBE options for all employees

Need help or more information?

- Talk with your leader and other colleagues about how to make Flex@QBE work for you
- Check your local policies
- Contact HRHelp – email: hrhelp@qbe.com