



Amelia McArdle
Global Head of
People and Culture

INSIGHT

Supporting our people and their careers

IFM Investors is committed to promoting a diverse and inclusive workplace culture, where all people are valued and recognised for their unique qualities, backgrounds and perspectives. It's important for us to provide a working environment that helps our people achieve personal and professional balance.

by **Amelia McArdle**

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CORPORATE

In 2018 we launched our flexible working policy, which supports managers and employees. We now have approximately 8% of IFM Investors' workforce on formal flexible working arrangements and many more utilising adhoc, informal arrangements. We have also updated our parental leave policy to make paid parental leave available within

the first two years after the birth or adoption of a baby. Paid parental leave is also available to our people from day one. This provides support for our new joiners, who do not have to meet a tenure requirement to access paid parental leave. Superannuation is paid for our employees for up to 52 weeks (during paid and unpaid periods of parental leave).



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Ashwin Mathur

Flexible working benefits individuals as well as teams

Marigold Look is an Executive Director in IFM Investors' Infrastructure team and has first-hand experience of IFM's flexible working policy.

"My managers have been supportive of my flexible work arrangements, and value my contribution rather than focusing on the time I spend sitting at my desk. My team is also supportive and understand when I might not be available or need to take a meeting on the phone. This also encourages them to take greater accountability and responsibility, but knowing that when they need me, I will respond. IFM Investors has the policies to allow for flexible working arrangements, but ultimately, it requires the trust and support of people managers and team members to make it successful."



Marigold Look

¹ Source: HILDA Wave 15, 2015

Fathers who take time to focus on family

In recent times, the likelihood of fathers taking some time off after the birth of a child has increased, rising from 25% to 49% in Australia¹.

Ashwin Mathur is a Senior Associate in the Infrastructure team at IFM Investors and is one of a number of fathers at IFM Investors who have taken advantage of the primary carers leave policy and reaped the benefits for their families.

"Taking carers [paid parental] leave gave me a significantly greater appreciation for parents who take time to step away from their careers. My view, after having taken the time off, is that being a full-time parent can be a more difficult task than being at work.

"One of the surprising things was a number of the older men in the office coming by to say it was a great idea, and wishing that they had been able to spend more time with their young families at earlier stages in their careers.

I have a lot of respect for people at all levels within the team for working through the primary carer leave issues and arriving at a solution that was in the best interests of the business as well as for me personally." ■



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