



Date Created: 29-06-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 29-06-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Ifm Investors Pty Ltd 67107247727

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy; Strategy

Retention: Yes

Strategy

Performance management processes: Yes

Policy; Strategy

Promotions: Yes.

Strategy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Strategy

Key performance indicators for managers relating to gender equality: YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

- IFM's Inclusion and Diversity strategy has an important emphasis on inclusion and belonging and is defined by five pillars of focus – Cultural diversity, mental health and wellbeing, ability, LGBTIQ+ and gender – This reflects the importance of creating an inclusive culture in order to attract, retain and progress our diverse talent (including female talent).

- IFM has a dedicated resource focused on Inclusion, Diversity & Wellbeing who works closely with stakeholders from across P&C and the business to lead the realisation of our I&D strategy. This is in addition to a team of four Learning and Development professionals to drive professional development and create a learning culture and support inclusive leadership.

- In 2021, IFM defined our first clear vision statement for I&D, as well as a set of beliefs and guiding principles. Setting a clear and defined north star enables us to better align all of our I&D initiatives across the enterprise.

- IFM has a talent acquisition focus to ensure there is appropriate diverse representation on all interview panels and a goal of 50/50 gender split of all candidate shortlists. Ongoing targeted training with recruitment managers continues to support this focus.

- In 2022, IFM also onboarded a new technology platform to ensure our position descriptions are inclusive and appeal to a diverse range of prospective

candidates.

- IFM's Global Strategy Team (GST) members have gender diversity targets aligned and included as part of their annual performance measures. The organisation's I&D metrics are also reported and measured by the IFM Board as part of their formal assessment of the level of achievement against the IFM Business Plan. In 2021, gender diversity goals were set to reflect a longer term sustainable approach, including setting targets at the Business Unit level enabling a more targeted approach.
- In 2021, IFM has joined investors and fund managers in the private equity industry to become one of the first Australian signatories of the ILPA Diversity in Action initiative.
- All new starters at IFM complete an online induction program which includes training on the IFM Culture, our Values and the workplace behaviours expected by all as well as induction modules on workplace behaviour training covering discrimination, bullying and harassment.
- IFM's global Mentoring Program carefully and deliberately ensures mentor partnership matching for gender diverse talent.
- IFM continues the strong partnership with organisations such as 'Women in Banking and Finance' in Australia to develop external coaching and development opportunities for female talent; City Parents; and Parents at Work , which includes dedicated coaching for employees embarking on extended parental leave.
- All offices globally celebrate major I&D related awareness days, for example International Women's Day, where we have global speakers and other knowledge sharing to increase awareness, understanding and a shared sense of purpose on why gender equity is so important. These global initiatives also extend across our five pillars e.g. Pride month, International Day of People with a Disability etc.
- IFM has regional I&D Forums, where volunteer members from across all levels of the organization, meet regularly to discuss and provide feedback on and insights for the ongoing development of our Diversity & Inclusion strategy as well as local action and initiatives for implementation and support.

Governing Bodies

Organisation: Ifm Investors Pty Ltd

1.Name of the governing body: The Board

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F)	Male (M)	Non-Binary

5

2

0

4. Formal section policy and/or strategy: Yes

Selected value: Policy; Strategy

6. Target set to increase the representation of women: No

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

2. What was the snapshot date used for your Workplace Profile?

31/03/2023

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

In addition to the annual gender pay analysis, IFM sets internal remuneration ranges for each job and level in line with its remuneration philosophy. This provides for enhanced pay equity and fairness of remuneration approach for like for like jobs, and a consistent pay approach for both making recommendations for remuneration review and for recruitment.

Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes

1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2 Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

1.3 What type of gender remuneration gap analysis has been undertaken?

A like-for-like gap analysis; A by-level gap analysis; An overall organisation-wide gender pay gap

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

As part of the annual review process, IFM Investors undertakes gender focused analysis on performance outcomes and promotions to review any potential unconscious bias.

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

1.1 How did you consult employees?

Consultative committee or group; Survey; Other

Other: We have Inclusion and Diversity Forums in all IFM regions, which is a voluntary employee representative body who provide feedback and insights to inform our strategy and actions on how we attract, develop and retain gender diverse talent and strategies.

1.2 Who did you consult?

Other

Other: All staff and diversity committee or equivalent.

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Yes

Date:24/06/2022

Shareholder:

Yes

Date:30/09/2022

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Yes

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Flexible Work

Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

Date Created: 29-06-2023

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: During 2020-22, all employees worked remotely due to the global pandemic. This resulted in an ongoing transition to hybrid working supported by a set of values, principles and team guardrails. All employees have access to IFM's hybrid working model.

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

Yes

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

Yes

Leaders are held accountable for improving workplace flexibility

No

Not a priority

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

No

Not a priority

Team-based training is provided throughout the organisation

Yes

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available; Informal options are available

Flexible hours of work: Yes

SAME options for women and men Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

No

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

After a significant project including extensive internal consultation, IFM implemented "Our Ways of Working", recognising our hybrid working model will work in different ways for different teams, business groups and asset classes across our business to deliver excellence. With continued flexibility being a key enabler to gender equity, this is an important focus in our gender diversity strategy pillar. Importantly, hybrid working and unconscious bias also has the risk of negatively impacting gender equality and have thus increased our awareness on areas such as proximity bias etc. We will also continue with the focus on making all roles flexible at the point of recruitment, unless impossible due to commercial context. We will continue to support further increases in our flexible working, with the added context of this new ways of working.

Additionally, to understand our people's awareness and uptake of flexible working practices, we ran an all employee survey on this topic in November 2022 which has provided us with substantial data to understand where we have opportunity to improve our flexible work culture.

#Employee Support

Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

- 1.1. **Please indicate whether your employer-funded paid parental leave covers:**

Birth; Adoption; Surrogacy; Stillbirth

1.2. How do you pay employer-funded paid parental leave to your carers, regardless of primary/secondary status?

Paying the employee's full salary

1.3. Do you pay superannuation contribution to your carers while they are on parental leave?

Yes, on employer funded parental leave; Yes, on unpaid parental leave

1.4. How many weeks of employer-funded paid parental leave for carers is provided?

26

1.5. What proportion of your total workforce has access to employer-funded paid parental leave, including casuals?

91-100%

1.6. Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded parental leave?

No

1.7. Do you require carers to take employer-funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?

Yes

within 24 months

2. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

IFM's parental leave policy provides all eligible IFM parents (no distinction between primary and secondary carers) up to 26 weeks paid leave, (or may request to be paid half their salary for 52 weeks of the leave), where they have 12 months of continuous service or more at the date of commencing the leave.

Parental leave can be taken at any time within 2 years of the birth or adoption of a child to whom the leave relates.

Employees with less than 12 months of continuous service at the time of taking leave (and who are therefore not eligible for parental leave under the terms of the Fair Work Act or the Agreement) may access IFM Paid Parental Leave, however, they will be paid their salary for the first 13 weeks of the leave, or may request to be paid half their salary for the first 26 weeks of the leave.

IFM continues to make superannuation contributions for paid and unpaid parental leave for up to 12 months.

Support for carers

- 1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

Yes

Policy

- 2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

- 2.1. Employer subsidised childcare**

No

- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

No

Not a priority

- 2.3. Breastfeeding facilities**

Yes

Available at ALL worksites

- 2.4. Childcare referral services**

Yes

Available at ALL worksites

- 2.5. Coaching for employees on returning to work from parental leave**

Yes

Available at ALL worksites

- 2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

- 2.7. Internal support networks for parents**

No

- 2.8. Information packs for new parents and/or those with elder care responsibilities**

Yes

Available at ALL worksites

- 2.9. Parenting workshops targeting fathers**

Yes

Available at ALL worksites

- 2.10. Parenting workshops targeting mothers**

Yes

Available at ALL worksites

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

Yes

Available at ALL worksites

2.13. On-site childcare

No

2.14. Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

IFM continues its partnership with Parents at Work and Work Life Central (formerly City Parents) which provides a range of online information, training and coaching for our people who have responsibilities as a parent or carer. This also includes coaching sessions for parents returning to work after extended leave.

IFM obtained the Family Inclusive Workplace Certification in December 2022, an initiative launched in May 2021 by UNICEF Australia and Parents At Work. To support this ongoing certification IFM has committed to an action plan over the next 24 months to build and improve on our existing policies and practices and continue to foster a family friendly workplace culture. As part of this action plan, IFM will also broaden and enhance support for carers, including elder and disability care.

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Managers:

Yes

At induction

Other

Provide Details: Every one-to-two years.

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

Post the reporting period, IFM continues to look at how we can enhance the prevention of and response to sexual harassment, harassment on the ground of sex or discrimination in the workplace. This encompasses how we can improve the management of psychosocial hazards at work, acknowledging the recent complementary legislative developments are intended to work together to result in safer workplaces for employees. Utilising the expertise of external providers, this work includes further review of policies and training, together with consideration of our approach to risk assessment and reporting.

Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Not a priority

Provision of financial support (e.g. advance bonus payment or advanced pay)

No

Not a priority

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No

Not a priority

Training of key personnel

No

Other

**Provide Details: Insufficient capacity to support during the reporting period.
Referral of employees to appropriate domestic violence support services for expert advice**

Yes

Workplace safety planning

Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How many days are provided?

20

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How many days are provided? 20

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Not a priority

Access to unpaid leave

No

Not a priority

Other: No

Provide Details:

1. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

In 2022, under both IFM's 2022 Enterprise Bargaining Agreement as well as IFM's Domestic and Family Violence Policy, IFM increased the number of paid days of leave for Family and Domestic Violence Leave from ten days to twenty days. This leave is available for all employees experiencing domestic and family violence in the event that they need time off for matters relating to family and domestic violence.

In addition to policy and other related support, the area of domestic and family



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violence is also supported through IFM's recognition of the United Nations International '16 Days of Activism Against Gender-Based Violence' campaign as one of the organisations Global Days of Significance. as well as our community grant program in 2022.

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	10	8	18
			Non-managers	15	29	44
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	8	6	14
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	8	7	15
			Non-managers	44	33	77
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	16	9	25
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	5	0	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	5	0	5

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*	
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	1	1	
			Non-managers	20	13	33	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	1	2	
			Non-managers	3	3	6	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	1	1	
			Non-managers	1	0	1	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	3	1	4	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	2	4	6	
			Non-managers	10	30	40	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	1	0	1	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	1	0	1
				Non-managers	9	0	9
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	0	0	0
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Auxiliary Finance and Insurance Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	40	64	0	0	104
	Full-time contract	1	0	0	0	1
	Part-time permanent	6	2	0	0	8
	Casual	0	1	0	0	1
Professionals	Full-time permanent	107	193	0	0	300
	Full-time contract	11	14	2	0	27
	Part-time permanent	23	1	0	0	24
	Part-time contract	1	0	0	0	1
	Casual	4	1	0	0	5
Clerical And Administrative Workers	Full-time permanent	27	2	0	0	29
	Full-time contract	3	0	0	0	3
	Part-time permanent	4	0	0	0	4
	Casual	1	0	0	0	1

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Auxiliary Finance and Insurance Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	5	8
GM	Full-time permanent	5	8	13
SM	Full-time permanent	3	9	12
	Part-time permanent	0	1	1
OM	Full-time permanent	29	41	70
	Full-time contract	1	0	1
	Part-time permanent	6	1	7
	Casual	0	1	1

* Total employees includes Non-binary