



Gender Equality in Remuneration at IFM

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We want IFM to be a workplace where each of our people feel valued and recognised for their distinct qualities, backgrounds and perspectives, regardless of their race, gender, religion, sexual orientation, age, ability and family status.

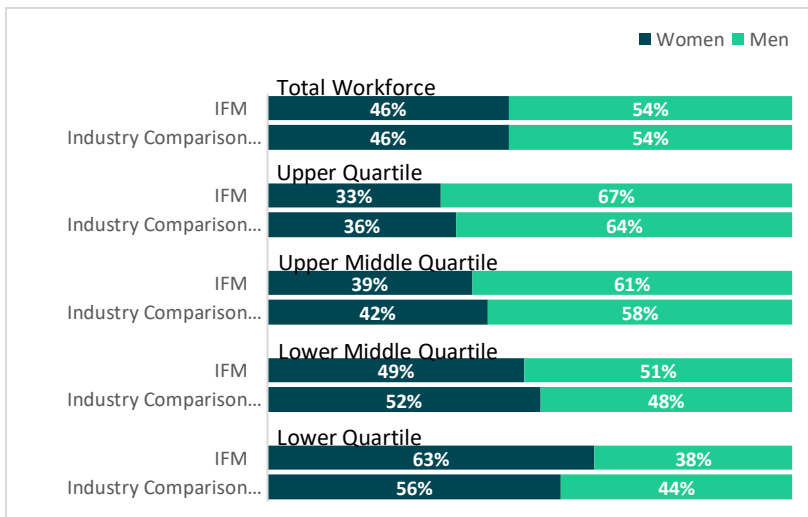
IFM remunerates all employees equally for equal work or work of equal value. IFM seeks to eliminate unintended bias in its pay practices by regularly comparing the remuneration of men and women in like-for-like roles, within like roles and when compared to external market benchmarks. Where material differences between the average pay of people of different genders in like for like roles are identified, IFM documents, investigates and takes appropriate action where relevant.

Key drivers of IFM's WGEA Gender Pay Gap

Through the processes we have in place to monitor differences in pay between genders, we have a clear understanding of what is driving our overall difference in earnings between women and men.

IFM's gender pay gap is primarily related to the number of men compared to women in senior investment roles. These roles attract high levels of variable pay linked to IFM's strong investment performance.

Breakdown of Men and Women by IFM Pay Quartile



Source: Workplace Gender Equality Agency, WGEA Industry Benchmark Report 2024

IFM's Diversity Strategy to Drive More Equal Representation Across Our Population

We have strategies in place to improve gender balance across all levels and we are monitoring progress. We know that increasing our gender representation, especially in investment teams and at the senior levels requires a long-term approach

Some of the examples of what we're currently doing to increase gender representation are outlined below. Further highlights of our broader inclusion and diversity-related activities are shared in our [FY24 Annual Sustainability Report](#).

Integrated I&D Performance Metrics

IFM's performance and remuneration structures are tied to our aspiration to build an inclusive culture. Gender diversity goals are included for senior management as part of their individual performance goals.

I&D focused leadership and cultural capability development programs

We have developed learning pathways that include both internal and external learning to progress the careers of our people. The pathways are available to all employees with some specifically designed to drive a diverse pipeline of talent.

Build on our inclusive hiring practices and early careers

In striving for an equitable recruitment process, devoid of gender, ethnic, racial or socio-economic bias, we have implemented several inclusive measures.

Enhancing and broadening our family support

IFM is committed to ensuring that we recognise employees with family or caregiving responsibilities and the challenges they may face when balancing caring responsibilities, work commitments, and personal mental health and wellbeing. We understand that caring can come in many different forms and have several policies and initiatives to support our people.