

# Employer Public Report

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### Submitted By:

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## Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

## Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



# Workplace Overview

## Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

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### 1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

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#### 1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

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### 1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

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#### 1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age; Other

**Provide details:** LGBTQ+, Mental Health & Wellbeing, Sex, Family Responsibilities, Marital or Relationship Status, Race, Religion, Political beliefs, Sexual orientation, Industrial activity, Criminal record, Personal associations.

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### 1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Other

**Other:** Our firm-wide goal is to achieve no more than 55% of any one gender at both the all-employee level and the director and above level by 2026. The Board seek to maintain gender parity with a minimum of 40% representation of each gender.



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

We have tailored goals and strategies for each business unit, in our investment teams in particular, these goals are working towards appropriate gender representation. Progress against these goals is regularly reported to our Board. Our Paid Parental Leave is available to all new parents, regardless of gender or primary/ secondary carer status. With the removal of distinctions between primary and secondary carers, and the option to take leave either in one continuous block or split into two periods (with the shorter period being at least two weeks), we've seen an increase in men taking parental leave at IFM. The Board currently comprises of 62.5% women and 37.5% men, excluding the Chair. The Board seek to maintain gender parity with a minimum of 40% representation of each gender, recognising that periods of change in Board composition may result in temporary periods where this balance is not achieved.



# Workplace Overview

## Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

### 1.5 Identify your organisation/s' governing body or bodies.

**Organisation:** IFM Investors Pty Ltd

#### A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

Yes

#### B. What is the name of your governing body?

The Board

#### C. What type of governing body does this organisation have?

Board of Directors

#### D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	5	3

#### E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

**Selected value:** Policy

#### E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Gender diversity and inclusion

#### F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 12

**For the Members:** 12

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**G. Has a target been set on the representation of women on this governing body?**

No

**Selected value:** Other

**Other value:** IFM had already achieved gender balance in previous years, but for FY24 is outside at least 40% men at 37.5% men and 62.5% women.

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**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

Yes

Gender identity; Other

**Provide Details:** If a Board Director seeks reappointment, consideration must be given to the composition of the Board and appropriate representation.

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**1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.**



# Action on Gender Equality

## Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

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### 2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

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#### 2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; 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

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### 2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

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#### 2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

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#### 2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

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### **2.2c Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Reviewed talent acquisition processes; Reviewed and implemented performance evaluation processes to ensure no gender bias; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

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### **2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.**

Please refer to the Gender Equality In Remuneration at IFM, located using the url below:  
<https://www.ifminvestors.com/siteassets/shared-media/pdfs/governance-and-reporting/wgea/wgea-statement-2025.pdf>





# Action on Gender Equality

## Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

Yes

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#### 2.4a How did you consult employees?

Employee experience survey; Consultative committee or group

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#### 2.4b Who did you consult?

ALL staff Human resources managers; Diversity committee or equivalent; Other

**Other:** We have employee forums in all IFM regions, which are voluntary employee representative bodies who provide feedback and insights to inform our strategy and actions on how we attract, develop, and retain our people.

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### 2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

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

Our employee engagement survey includes an Inclusion Index, which has questions related to gender equality in our workplace.



# Flexible Work

## Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

### 3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

#### 3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; All employees are surveyed on whether they have sufficient flexibility; The organisation's approach to flexibility is integrated into client conversations; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body; Other

**Provide Details:** Employees can also work remotely, domestically or internationally, for a set period with approval. To support learning for employees and leaders on flexible working, we have created toolkits, resources, and information to support learning.

### 3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	No
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	No	No



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

IFM is proud to have achieved Family Inclusive Workplace Certification in Australia, an initiative led by UNICEF Australia and Parents At Work. To maintain this certification, we've committed to an ongoing action plan aimed at strengthening the policies, practices, and culture that support our working families. A key focus of this plan is increasing the visibility and promotion of flexible work—both within our organisation and externally.



# Employee Support for Parents and Carers

## Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

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### 4.1 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 distinction

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#### 4.1a Please indicate whether your employer-funded paid primary carers leave is available to:

All, regardless of gender

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#### 4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Birth; Adoption; Surrogacy; Stillbirth; Fostering

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#### 4.1c How do you pay employer-funded paid parental leave?

Paying the employee's full salary

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#### 4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?

Lowest entitlement: 13

Highest entitlement: 26

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#### 4.1e Who has access to this type of employer-funded paid parental leave?

Permanent employees; Contract/fixed term employees; Casual employees

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#### 4.1f Do you require carers to work for the organization for a certain amount of time (a qualifying period) before they can access employer-funded parental leave?

No qualifying period

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#### 4.1g Do you require carers to take employer-funded paid parental leave within a



**certain time after the birth, adoption, surrogacy and/or stillbirth?**

Anytime within 24 months

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**4.1h Does your organisation have an opt out approach to parental leave?  
(Employees who do not wish to take their full parental leave entitlement must  
discuss this with their manager)**

No

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**4.2 Do you pay superannuation contributions to your employees while they are on  
parental leave?**

Yes, on employer funded primary carer's leave or equally shared parental leave (if  
applicable); Yes, on unpaid parental leave

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**4.3 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 up to 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.



# Employee Support for Parents and Carers

## Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

### 4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

#### 4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave

### 4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	No
Targeted communication mechanisms (e.g. intranet forums)	Yes



Support mechanism	Answer
Breastfeeding facilities	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	Yes
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes



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

At IFM, we continue to strengthen our commitment to supporting employees with parenting and caregiving responsibilities through our partnerships with Parents At Work (in Australia) and WorkLife Central in the UK (formerly City Parents). These partnerships provide access to a wide range of online resources, coaching, and training for parents preparing for, taking, or returning from parental leave. In December 2022, IFM proudly achieved Family Inclusive Workplace Certification—an initiative led by UNICEF Australia and Parents At Work. As part of maintaining this certification, we committed to a 24-month action plan to further enhance our policies, practices, and culture to better support working families. Over the past two years, we've made meaningful progress, including:

- Strengthening our global flexible work arrangements process
- Enhancing parental leave resources and support
- Increasing internal and external communication around flexible work and family wellbeing
- Integrating caregiver-related data into our reporting and insights

We are proud to share that IFM has maintained our Family Inclusive Workplace for 2025–2027. As part of this continued commitment, we've launched a new 24-month action plan to build on our progress and further embed a family-friendly policies and practices across our business.





# Harm Prevention

## Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

### 5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

#### 5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment; Other

**Provide Details:** Applies in and outside of work and covers all interactions. Victimisation is unlawful and not tolerated. Managing third party concerns. Breaches may lead to disciplinary action under IFM's Consequence Management Framework.

#### 5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	No
By the CEO (or equivalent)	No

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



Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	Yes	No
The Governing Body	No		Yes	No

### 5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Responding to employees who engage in harassment or associated behaviours; Other

**Provide Details:** Self-care and prioritising personal wellbeing for employees - having supportive and trauma-informed check-in conversations - building a respectful culture, including diversity, inclusion and trust

### 5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

No

Chief Executive Officer or equivalent

Yes

At staff inductions; More often than annually; Other

**Provide Details:** Respectful workplace behaviour is reinforced by line managers, in senior leader briefings, and via mandatory training, including first-time leader modules and annual Code of Conduct eLearning module.

### 5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?



Yes

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#### **5.4a Does your risk management process include any of the following?**

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions

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#### **5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?**

Make workplace adjustments; Change or develop new control measures; Train people managers in prevention of sexual harassment; Train staff on mitigation and control measures; Implement other changes (provide details)

**Provide Details:** All staff attend mandatory, in-person Respect, Equality & Inclusion workshops every two years, with online learning in alternate years.

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#### **5.5 What supports are available to support employees involved in and affected by sexual harassment?**

Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Reasonable adjustments to work conditions; Other (Please specify)

**Provide Details:** Mental Health First Aid Officers

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#### **5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose after their employment has concluded; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring; Other (please specify)

**Provide Details:** Processes for disclosure to people leaders and/ or executive leadership team.



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**5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**

Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Outcomes of investigations; Other

**Other:** Consequences Applied/ Business Unit/ Division

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**5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?**

**Governing body**

Yes

Multiple times per year

**CEO or equivalent**

Yes

Multiple times per year

**Key Management Personnel**

Yes

Multiple times per year

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**5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?**

Prevalence of workplace sexual harassment

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**5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.**

Through the reporting period and ongoing, IFM continues to look at how we can enhance the prevention of and response to sexual harassment, harassment on the grounds 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. IFM's internal experts partner with expert external providers on further review of policies and training, surveying employees and analysing their responses, and maturing our approach to risk assessment and reporting.



# Harm Prevention

## Family or Domestic Violence

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

Yes

Policy

### 5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	No
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	Yes
Emergency accommodation assistance	No

### 5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

#### Access to paid domestic violence leave?

Yes

#### Is it unlimited?

No

#### Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

#### How many days of paid domestic violence leave?

20



### Access to unpaid domestic violence leave?

No

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#### **5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.**

All IFM employees who are experiencing domestic, and family violence are entitled to up to twenty days of paid leave. Employees who are supporting a member of their immediate family or household who is affected by domestic and family violence, are entitled to up to ten days of paid leave IFM encourages employees to discuss support requirements (which may include leave or other arrangements) with People & Culture Business Partner. IFM has and will continue to apply its discretion in to provide additional periods of paid leave beyond its stated policy limits in situations of family and domestic violence. IFM also has a leave without pay policy for a variety of circumstances, which could include family and domestic violence. IFM runs a company-wide annual campaign aligned with the UN's '16 Days of Activism Against Gender-Based Violence'. This includes (among other things) raising awareness, sharing key statistics, reinforcing IFM's position on violence, and highlighting available support and resources within our organisation and externally. IFM has a 'Together Against Violence – Support and Resources Hub' on our intranet, providing information, guidance and clear pathways for those experiencing violence or concerned about a colleague.



# 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	38	68	0	0	106
	Full-time contract	0	1	0	0	1
	Part-time permanent	8	1	0	0	9
	Part-time contract	0	1	0	0	1
Professionals	Full-time permanent	146	214	0	0	360
	Full-time contract	18	10	2	0	30
	Part-time permanent	17	1	0	0	18
	Part-time contract	1	0	0	0	1
	Casual	3	4	0	0	7
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	1	0	0	2

\* Categorised 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

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	3	4	7
GM	Full-time permanent	3	7	10
SM	Full-time permanent	3	6	9
OM	Full-time permanent	29	50	79
	Full-time contract	0	1	1
	Part-time permanent	8	1	9
	Part-time contract	0	1	1

\* 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*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	5	11
			Non-managers	23	26	49
		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	1	0	1
		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 were promoted from non-manager to manager?	Full-time	Permanent	Managers	1	3	4
		Fixed-Term Contract	Managers	0	0	0
	Part-time	Permanent	Managers	1	0	1
		Fixed-Term Contract	Managers	0	0	0
	N/A	Casual	Managers	0	0	0
3. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	0	0	0
			Non-managers	8	3	11
		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	2	0	2
		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*
4. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	14	11	25
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	20	8	28
	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	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	3	4
5. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	1	0	1
			Managers	1	1	2
			Non-managers	11	6	17
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	4	6
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	1	0	1
		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	1	1
			Non-managers	1	0	1
6. 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	2	4
			Non-managers	13	36	49
		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

\* 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 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
8. 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