

IMB Gender Pay Gap Statement

February 2024

Introduction

IMB's ambition is to reflect the diversity of our members and communities in our workforce, and to enable all employees, members and visitors to feel a sense of belonging and respect at IMB.

To attract, engage and retain a diverse workforce, IMB is committed to providing an environment in which all employees are treated with fairness and respect, and have equal access to opportunities available at work.

We believe that a diverse workforce enables us to serve our members better, and to contribute to a more equal society, enabling our communities to be better off.

IMB's Gender Equality Strategy is a comprehensive program inclusive of objectives and actions, designed to foster an inclusive workplace where every individual, regardless of gender, can thrive and contribute to our shared success.

To achieve our ambition we analyse a variety of data against metrics to help inform targeted and consistent actions to drive improvements across Gender Equality.

Our obligations to equal pay and our commitment to improving our Gender Pay Gap is one area of our focus and understanding the factors that drive the pay gap helps us to take meaningful action to meet our requirements and improve year on year.

The gender pay gap is the difference in the average earnings between men and women at an organisation – that is, the average of the total of all remuneration received by all men at a particular workforce is compared to the average of the total of all remuneration received by all women at the same workforce. This comparison does not have regard for the work or role being performed by men and women. In IMB's context, a key contributor to the pay gap is having a lower proportion of women in senior leadership roles, and a lower proportion of men in our lower paid roles.

The concept of equal pay is different to the gender pay gap. Equal pay is our legal obligation as an employer to ensure equal pay for equal work. IMB regularly analyse and monitor this to make sure we meet our legal and moral obligation.



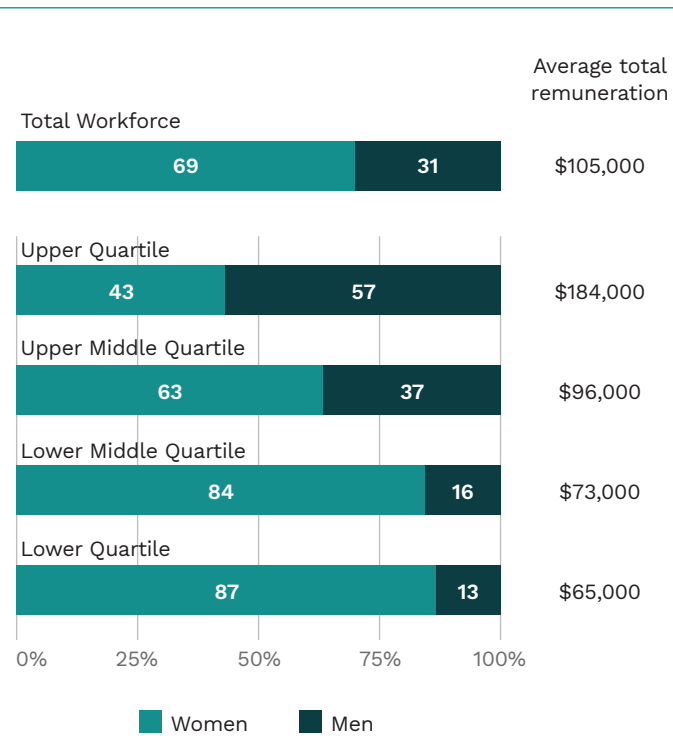
IMB’s Gender Pay Gap

The 2023 average total remuneration gender pay gap for IMB is 33.5% and the median is 33.1%. Whilst we continue to work towards closing the gap, it compares favourably within the Banking industry overall which reports an average gender pay gap of 42.8% and a median of 35%.

The main driver of our pay gap is the composition of our workforce, which is clearly evident when we consider the representation of women across higher and lower paid roles, as can be seen in the Gender Composition by pay Quartile graph below and as reported by The Workplace Gender Equality Agency (WGEA).

Gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.



- Note:
- Part-time/casuals/part-year employees are annualised to full-time equivalent for average total remuneration and does not include voluntary salary data submitted for CEO, Head of Business(es), Overseas managers and casual managers.
 - The average total remuneration is rounded to the nearest \$1,000.

IMB has a loyal workforce, with an average tenure of 9 years and a depth and breadth of knowledge, experience and capability. In senior management roles, the average is 13 years which reflects our culture of respect, integrity and belonging.

We are committed to improving our gender representation across all levels of our organisation, which we know is critical to reducing the pay gap. Improving our workforce composition will take time and persistence to ensure we continue to improve the gender balance across all levels of our organisation whilst retaining our culture, values and sense of belonging for our people.

Our Goals and Actions

In our Gender Equity Strategy, we have set ourselves a target of reducing our Gender Pay Gap to below 30% by 2027 and to achieve at least 40% gender representation in Senior Management and Executive roles. We are also targeting gender balance in our early career level and clerical/administration roles.

To achieve this we:

1. Focus on equity at key decision points – hiring, promotion and pay review;
 - a. We conduct a pay equity review annually and take targeted actions to ensure equal pay for like-for-like roles
 - b. We review both performance outcomes and salary review decisions to ensure gender equity
 - c. We have gender balanced shortlists when recruiting or promoting – both internally and externally
2. Ensure we have policies and procedures that support diversity, inclusion and equity both in approach and outcomes;
 - a. We have increased our paid parental leave program to provide equal access to men and women
 - b. We have increased our support for family and domestic violence
 - c. We have implemented Flexible Working opportunities for our employees to enable them to achieve work-life balance and meet caring responsibilities



3. Implement programs or initiatives that develop and support our people and our leaders to grow, develop and optimise their careers with us in an equitable and inclusive way;
 - a. We provide leadership development for our managers on creating an inclusive culture
 - b. We provide training for employees on unconscious bias
 - c. We ensure gender equity in access to leadership development programs with an emphasis on supporting women to develop into Senior Management roles
4. Engage our people in the conversation to foster a culture of inclusion and respect;
 - a. We have established a Diversity Equity and Inclusion Working Group to engage our people in our approach
 - b. We conduct listening surveys each year to gather feedback to support our approach
 - c. We do not tolerate any form of harassment, sexual harassment, bullying or discrimination

Definitions

Pay Gap vs Equal Pay

A pay gap is a measure of the difference between the average earnings between two groups. For gender this means between men and women employees.

Equal pay is our legal obligation as an employer to give equal pay for equal work. We regularly monitor this to make sure we meet this legal and moral obligation.

Mean and median

The mean pay gap is the difference in the arithmetic average pay for one group compared to the other within our organisation.

The median represents the middle point of a population. If you lined up all our women and all our men in order of their salary, the median pay gap is the difference between the salary for the middle woman compared to that of the middle man. The mean and median are important metrics and need to be looked at together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.