





2015-16 public report form submitted by IMB Limited to the Workplace Gender Equality Agency

Organisation and contact details

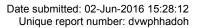
Organisation registration	Legal name ABN ANZSIC	IMB Limited 92087651974 6221 Banking
Organisation details	Trading name/s ASX code (if relevant)	DO D
	Postal address	PO Box 2077 WOLLONGONG NSW 2500 AUSTRALIA
	Organisation phone number	0242980451
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this	512





Workplace profile Manager

Managanasanatianal	Demonstrative Level to CEO	Faceles made at at at a	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	0	1	1	
		Full-time contract	0	0	0	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	3	4	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	9	10	
Senior Managers	-2	Full-time contract	0	0	0	
		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-1	Full-time permanent	0	1 1	1	
		Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-2	Full-time permanent	1	4	5	
		Full-time contract	0	0	0	
		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
0.11		Casual	0	0	0	
Other managers		Full-time permanent	7	9	16	
		Full-time contract	0	0	0	
	-3	Part-time permanent	2	0	2	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	31	10	41	
		Full-time contract	0	0	0	
	-4	Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	







Managar aggunational actogorica	Reporting level to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
Grand total: all managers					83	





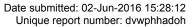
Non-manager

Non-manager occupational	Employment	No. of employees (exclu		No. of gr appli	aduates (if cable)	No. of application	prentices (if icable)	Total
categories	status	F	М	F	M	F	М	employees
	Full-time permanent	39	61	0	0	0	0	100
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	32	2	0	0	0	0	34
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	2	0	0	0	0	3
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	35	7	0	0	0	0	42
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	19	0	0	0	0	0	19
	Part-time contract	0	0	0	0	0	0	0
	Casual	3	0	0	0	0	0	3
	Full-time permanent	82	13	0	0	0	0	95
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	107	3	0	0	0	0	110





Non-manager occupational categories	Employment status	No. of employees (exclu			aduates (if cable)		prentices (if icable)	Total
Categories		F	M	F	M	F	М	employees
	Part-time contract	0	0	0	0	0	0	0
	Casual	20	3	0	0	0	0	23
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
Casual		0	0	0	0	0	0	0
Grand total: all non-managers		338	91	0	0	0	0	429



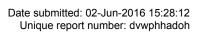




Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

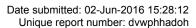
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.2 Retention? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.3 Performance management processes? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.4 Promotions? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.5 Talent identification/identification of high potentials? ☑ Yes (you can select policy and/or strategy options)







	 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☑ Strategy is contained within another strategy
No No, o	currently under development nsufficient human resources staff don't have expertise not a priority
⊠ Yes (Succession planning? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
☐ No, ii	currently under development nsufficient human resources staff don't have expertise not a priority
	Training and development? (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
☐ No, ii	currently under development nsufficient human resources staff don't have expertise not a priority
X Yes (Resignations? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
☐ No, ii	currently under development nsufficient human resources staff don't have expertise not a priority
	Key performance indicators for managers relating to gender equality? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy
☐ No, ii	currently under development nsufficient human resources staff don't have expertise not a priority
	Gender equality overall? (you can select policy and/or strategy options)







 Standalone policy Policy is contained within another policy Standalone strategy
Strategy is contained within another strategy
□ No
☐ No, currently under development
No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:

We have a gender diversity policy in place that supports gender equality. All IMB Human Resource Policies and people strategies are merit based and support Gender Equality.

In the table below, please provide the NUMBER of new appointments made during 1.12 the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

Managers Non-managers Female Male Female 6 8 83 NUMBER of appointments made

In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/nonmanager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

No cell should be left blank, please enter '0' (zero) where there is no data.

	Managers		Non-man	agers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	2	27	12
Permanent/ongoing part-time employees	0	0	13	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

No cell should be left blank, please enter '0' (zero) where there is no data

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		Managers	Non-managers

Male

27





	Female	Male	Female	Male
Permanent/ongoing full-time employees	4	4	19	7
Permanent/ongoing part-time employees	1	0	19	2
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	13	3

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

oritity o governing body.	that o governing body body a trans table bolow.									
Organisation ch	Gender and NUMBER of hairperson/s (NOT percentage)	Gender and NUMBER of other governing body/board members (NOT percentage)	% target for representation of women on each governing body/board	Year to be reached						





		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
01	IMB Ltd	0	1	2	4	28	2013
02							
03							
04							
05							
06							
07							
08							
09							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							
27							





28				
29				
30				

2.2 If a target relating to the representation of women has not been set for any governing bodies listed above, you may specify why below: Governing body/board has gender balance (e.g. 40% women/40% men/20% eith Currently under development Insufficient human resources staff Don't have expertise Do not have control over governing body/board appointments (provide details where the state of	ner)
 Not a priority ✓ Other (provide details): Our target has been achieved and policy requires this target to be maintained 	
2.3 Do you have a formal selection policy and/or formal selection strategy for go body/board members for ALL organisations covered in this report? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, in place for some governing bodies/boards ☐ No, currently under development	overning
☐ No, insufficient human resources staff☐ No, do not have control over governing body/board appointments (provide detail	s why):
No, don't have expertiseNo, not a priorityNo, other (provide details):	

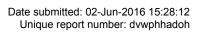
2.4 Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				



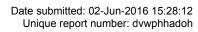




	Full- time females	Part- time females	Full- time males	Part- time males
Equity partners who are "Other managers"				

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
Do you have a formal policy and/or formal strategy on remuneration generally? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy and/or formal strategy? Yes (provide details in questions 3.2 and/or 3.3 below) No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, not a priority No, other (provide details):
Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.) Yes. When was the most recent gender remuneration gap analysis undertaken? Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)







industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below:
4.1 Were any actions taken as a result of your gender remuneration gap analysis? ☐ Yes - please indicate what actions were taken (more than one option can be selected): ☐ Created a pay equity strategy or action plan ☐ Identified cause/s of the gaps ☐ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps ☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) ☐ Analysed performance pay to ensure there is no gender bias (including unconscious bias) ☐ Trained people-managers in addressing gender bias (including unconscious bias) ☐ Set targets to reduce any like-for-like gaps
☐ Set targets to reduce any organisation-wide gaps ☐ Reported pay equity metrics (including gender pay gaps) to the governing body/board ☐ Reported pay equity metrics (including gender pay gaps) to the executive ☐ Reported pay equity metrics (including gender pay gaps) to all employees ☐ Reported pay equity metrics (including gender pay gaps) externally ☐ Corrected pay equity metrics (including gender pay gaps) externally ☐ Corrected like-for-like gaps ☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details):
 No No unexplainable or unjustifiable gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, unable to address cause/s of gaps (provide details why): No, not a priority
No, other (provide details): 4.2 Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?
Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):





□ By paying the gap between the employee's salary and the government's paid □
parental leave scheme
☐ By paying the employee's full salary (in addition to the government's paid
scheme), regardless of the period of time over which it is paid. For example, full pay for 12
weeks or half pay for 24 weeks
As a lump sum payment (paid pre- or post- parental leave, or a combination)
No No
No, currently being considered
No, insufficient human resources staff
No, government scheme is sufficient
No, don't know how to implement
No, not a priority
No, other (provide details):
ino, other (provide details).
6 Do you provide employer funded paid parental leave for SECONDARY CARERS, in
addition to any government funded parental leave scheme for secondary carers?
addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1)
addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2)
addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) No
addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) No No, currently being considered
addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) No No, currently being considered No, insufficient human resources staff
addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient
addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement
addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater (please go to 6.1) Yes, less than one week (please go to 6.2) No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period (this is to include employees still on parental leave who commenced this leave in another reporting period)?

No cell should be left blank, please enter '0' (zero) where there is no data.

	Primary carer's leave Female Male		Secondary carer's leave		
			Female	Male	
Managers	1	0	0	0	
Non-managers	22	0	0	0	

8 Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

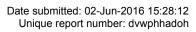
This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

No cell should be left blank, please enter '0' (zero) where there is no data.

	Female	Male
Managers	0	0
Non-managers	2	0

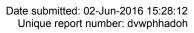
9 Do you have a formal policy and/or formal strategy on flexible working arrangements?







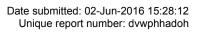
⊠ Yes	(you can select policy and/or strategy options)
	☐ Standalone policy
	☑ Policy is contained within another policy☐ Standalone strategy
	☐ Strategy is contained within another strategy
□No	
=	currently under development
☐ No, i	nsufficient human resources staff
	ncluded in workplace agreement
	don't have expertise
	don't offer flexible arrangements
	not a priority
NO, C	other (provide details):
	Do you have a formal policy and/or formal strategy to support employees with family
	g responsibilities?
∟ Yes	(you can select policy and/or strategy options) ☐ Standalone policy
	☐ Standalone policy☐ Policy is contained within another policy
	Standalone strategy
	Strategy is contained within another strategy
☐ No	
	currently under development
	nsufficient human resources staff
	ncluded in workplace agreement
	don't have expertise
	not a priority other (provide details):
INO, (otilei (provide details).
11	Do you have any non-leave based measures to support employees with family or
	esponsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral
services	s)?
⊠ Yes	
□ No	currently under development
	currently under development nsufficient human resources staff
	don't have expertise
	not a priority
	other (provide details):
11.1	Please indicate what measures are in place and if they are available at all worksites
	only one worksite exists, for example a head-office, please select "Available at all
worksite	es").
Emp	loyer subsidised childcare
	Available at some worksites only
	Available at all worksites
	ite childcare Available at some worksites only
	Available at some worksites only Available at all worksites
⊠ Brea	stfeeding facilities
	Available at all worksites
	dcare referral services
	Available at some worksites only
	Available at all worksites
∟ inter	nal support networks for parents
	☐ Available at some worksites only







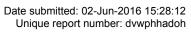
☐ Available at all worksites ☐ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave). ☐ Available at some worksites only ☐ Available at all worksites
 ☐ Available at all worksites ☐ Information packs to support new parents and/or those with elder care responsibilities ☐ Available at some worksites only ☐ Available at all worksites
 ☐ Referral services to support employees with family and/or caring responsibilities ☐ Available at some worksites only ☐ Available at all worksites
☐ Targeted communication mechanisms, for example intranet/ forums ☐ Available at some worksites only ☐ Available at all worksites
☐ Support in securing school holiday care ☐ Available at some worksites only ☐ Available at all worksites
 ☐ Coaching for employees on returning to work from parental leave ☐ Available at some worksites only ☐ Available at all worksites ☐ Parenting workshops targeting mothers
Available at some worksites only Available at all worksites Parenting workshops targeting fathers
Available at some worksites only Available at all worksites None of the above, please complete question 11.2 below
11.2 Please provide details of any other non-leave based measures that are in place and whether they are available at all worksites.
Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy
Strategy is contained within another strategy No No, currently under development
No, insufficient human resources staff No, included in workplace agreement No, not aware of the need No, don't have expertise No, not a priority
No, other (please provide details):
Other than a policy and/or strategy, do you have any measures to support employees who are experiencing family or domestic violence? Yes - please indicate the type of measures in place (more than one option can be selected):
Employee assistance program (including access to a psychologist, chaplain or counsellor) Training of key personnel
☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace
agreement)







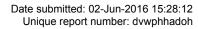
Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) Access to unpaid leave Confidentiality of matters disclosed Referral of employees to appropriate domestic violence support services for expert advice Protection from any adverse action or discrimination based on the disclosure of domestic violence Flexible working arrangements Provide financial support (e.g. advance bonus payment or advanced pay) Offer change of office location Emergency accommodation assistance Access to medical services (e.g. doctor or nurse) Other (provide details):									
No No, currently under development No, insufficient human resources staff No, not aware of the need No, don't have expertise No, not a priority No, other (provide details): 14 Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box									
indicates that a particular employment term, condition or practice is not in place): Managers Non-managers									
	⊢er	male		ale		nale		ale	
	Formal	Informal	Formai	Intormai	Formai	i iniormai	- FORMAL	Iniormai	
Flexible hours of work	Formal 🖂	Informal 🖂	Formal 🖂	Informal 🖂	Formal	Informal 🖂	Formal 🖂	Informal 🖂	
of work Compressed									
of work Compressed working weeks									
of work Compressed working weeks Time-in-lieu									
of work Compressed working weeks Time-in-lieu Telecommuting									
of work Compressed working weeks Time-in-lieu Telecommuting Part-time work									
of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing									
of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased									
of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave Unpaid leave 14.1 If there a your employees,	In any other your may of the cer develop	er employer provide det at terms, co ategories li oment	ment term tails of tho ested above	s, conditionse below:	are not a		□ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □		







☐ Not a priority ☐ Other (provide details):
14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:
Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace
Have you consulted with employees on issues concerning gender equality in your workplace? Yes No
 No, not needed (provide details why): No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)? ☐ Survey ☐ Consultative committee or group ☐ Focus groups ☐ Exit interviews ☐ Performance discussions ☐ Other (provide details): through all of our HR practices and procedures
15.2 Please indicate what categories of employees you consulted. All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination 16 Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention? Yes (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy



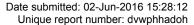




	☐ Standalone strategy☐ Strategy is contained within another strategy
No,	currently under development insufficient human resources staff
No,	included in workplace agreement don't have expertise not a priority
	other (provide details):
16.1 preven ⊠ Yes □ No	Do you include a grievance process in any sex-based harassment and discrimination tion policy and/or strategy?
☐ No,	currently under development insufficient human resources staff
No,	don't have expertise not a priority
NO,	other (provide details):
	Does your workplace provide training for all managers on sex-based harassment and ination prevention?
	- please indicate how often this training is provided ('At induction' AND one of the ptions can be selected):
	☐ At induction ☐ At least annually ☐ Every one-to-two years
	☐ Every three years or more ☐ Varies across business units
_	Other (provide details): This is covered in our New Managers induction program and booklet
	currently under development
☐ No,	insufficient human resources staff don't have expertise not a priority
	other (provide details):
17.1 gender	Should you wish to provide additional information on any of your responses under equality indicator 6, please do so below:

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)







Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed Re-submit at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 75.0% females and 25.0% males.

Promotions

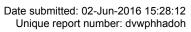
- 2. 75.0% of employees awarded promotions were women and 25.0% were men
 - 50.0% of all manager promotions were awarded to women
 - ii. 76.9% of all non-manager promotions were awarded to women.
- 3. 32.8% of your workforce was part-time and 23.2% of promotions were awarded to part-time employees.

Resignations

- 4. 77.8% of employees who resigned were women and 22.2% were men
 - 55.6% of all managers who resigned were women
 - . 81.0% of all non-managers who resigned were women.
- 32.8% of your workforce was part-time and 30.6% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 8.7% of all women who utilised parental leave and ceased employment before returning to work
- ii. N/A men who utilised parental leave and ceased employment before returning to work
- 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 9.1% of all non-managers who utilised parental leave and ceased employment before returning to work were women.







Notification and access

List of employee organisations	IMB Ltd
CEO sign off confirmation	
Name of CEO or equivalent	Robert Ryan
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: