



2014-15 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 6222 Building Society Operation
Organisation details	Trading name/s ASX code (if relevant)	6222 Building Society Operation
	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	510
	reported on in this report	





Workplace profile Manager

Manager occupational categories	0			No. of employees			
manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees		
		Full-time permanent	0	1			
		Full-time contract	0	0	0		
CEO/Head of Business in Australia	0	Part-time permanent	Ō	0	0		
	l .	Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	4	5		
	10	Full-time contract	0	0	0		
Other executives/General managers	-1	Part-time permanent	0	0	0		
	1	Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	9	10		
	The second secon	Full-time contract	0	0	0		
Senior Managers	-2	Part-time permanent	1	0	1		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	1	4		
	1	Full-time contract	0	0	0		
	I -1	Part-time permanent	0	0	0		
	1	Part-time contract	0	ō	0		
		Casual	0	0	0		
		Full-time permanent	1	2	3		
	t	Full-time contract	0	0	0		
	-2	Part-time permanent	- 1	0	CONTRACTOR OF THE PARTY.		
		Part-time contract	0	0	0		
0.11		Casual	0	0	0		
Other managers		Full-time permanent	5	9	4. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.		
		Full-time contract	0	0	0		
	-3	Part-time permanent	2	0	# 11 24 - 1		
	III	Part-time contract	0	0	Latin Carlon		
	II.	Casual	0	0	0		
		Full-time permanent	33	8	444		
	1	Full-time contract	0	0	0 20		
	-4	Part-time permanent	0	0	0		
		Part-time contract	- O	0	0		
		Casual	0	0	0		





Date submitted: Unique report number: to4tizwo2u

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees			
manager excepanorial estegones	Reporting level to CEO	Employment status	F	M	Total employees	
		Full-time permanent	2	1	3	
		Full-time contract	0	0	0	
	-5	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
total: all managers			47	35	82	





Non-manager

Non-manager occupational categories Professionals Technicians and trade Community and personal service	Employment status	No. of employees (exclination apprent			aduates (if cable)	No. of app	prentices (if	Total
	10000000	F.	M	F	M	F	M	employees
Professionals	Full-time permanent	38	59	0	0	0	0	97
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	28	1	0	0	0	0	29
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	2	0	0	0	0	.4
	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	Ō	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	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-lime permanent	33	9	0	0	0	0	42
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	23	0	0	0	0	0	23
	Part-time contract	0	0	0	0	0	0	0
	Casual	5	0	0	0	0	0	5
	Full-time permanent	82	12	0	0	0	0	94
Sales	Full-time contract	0	0	0	0	0	0	.0
	Part-time permanent	98	4	0	0	0	0	102





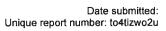
Non-manager occupational categories Machinery operators and drivers Labourers Others	Employment	No. of employees (exc appren	No, of graduates (if applicable)		No. of apprentices (if applicable)		Total employees	
	status	F	M	F	M	F	M	employee
	Part-time contract	0	0	0	0	0	0	0
	Casual	28	4	0	0	0	0	32
	Full-time 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		337	91	0	0	0	0	428





Reporting questionnaire

Gende	er equality indicator 1: Gender composition of workforce
Note:	Additional help can be accessed by hovering your cursor over question text.
1 SUPPO	Do you have formal policies or formal strategies in place that SPECIFICALLY ORT GENDER EQUALITY in relation to:
	Recruitment? s (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 insufficient human resources staff don't have expertise not a priority
No No, No, No,	Retention? s (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise
1.3 Yes No No, No, No,	not a priority Performance management processes? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise not a priority
1.4 Yes No No,	Promotions? (you can select policy and/or strategy options) Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy currently under development insufficient human resources staff don't have expertise 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, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.6 Succession planning? ☐ 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
1.7 Training and development? ☐ 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
1.8 Resignations? ☐ 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
1.9 Key performance indicators for managers relating to gender equality? 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





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
1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place: We have a diversity policy in place that supports gender equality. All IMB Human Resource Policies and people strategies are merit based and support Gender Equality.
1.12 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
Does your organisation, or any organisation you are reporting on, have a governing body/board? ☐ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the year the target is to be reached.

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the 'Year to be

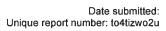
reached' column.

	Organisation	Gender and NUMBER (NOT percentage) of chairperson/s		Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format, if no target has been set, leave blank)
1	IMB Ltd		1	2	4	28	2013
2							
3							
4							





	Organisation name	Gender and NUMBER (NOT percentage) of chairperson/s		NUMBI percer other	der and ER (NOT mage) of board mbers	% target for representation of women on each board	Year to be reached
		F	М		М	(enter a percentage number from 0-100)	format; if no target has been set, leave blank)
5							
6							
7							
8							
9							
10			à				
11							
12							
13							
14							
15							
16	-						
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							
27							
28							
29							







	Organisation	Gender and NUMBER (NOT percentage) of sation chairperson/s			der and ER (NOT ntage) of board mbers	% target for representation of women on each board	Year to be reached
	name		M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
30							ï

		اسطا		N N N			leav	e blank)			
30											
any tick	2.1a If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE. Yes, the data provided in question 2.1 reflect numbers not percentages.										
\boxtimes (Not a priority Other (provide d Our target has l		nieved and	d policy re	quires this	target to be ma	intained				
	No, do not have control over board appointments (provide details why): No, don't have expertise No, not a priority No, other (provide details):										
fema Deta work	2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.										
					Full time fema	e time	Full- time males	Part- time males			
	Equity partners of ersonnel (KMPs										

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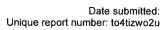




	Full- time females	Part- time females	Full- time males	Part- time males
partner)				
Equity partners who are NOT key management personnel (KMPs)				

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

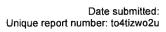
Gender equality indicator 3: Equal remuneration between women and men
3 Do you have a formal policy or strategy on remuneration generally?☒ Yes
 ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
 ☑ Strategy is contained within another strategy ☑ No
No, currently under 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 priorityNo, other (provide details):
3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy?
Yes (provide details in questions 3.2 and/or 3.3 below)
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? ✓ 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)







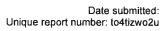
 No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority 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 to the board Reported pay equity metrics to the executive 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 priorityNo, 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?
No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient







☐ No,	don't know how not a priority other (provide o				
Yes No	n to any governing, one week or go, less than one currently being insufficient hum	week considered nan resources staff neme is sufficient to implement			
7 utilised		nale and male manage (paid and/or unpaid) d Primary carer's l Female	uring the pas		
N	/lanagers	3			
Nor	n-managers	16			
8	What proportion				
leave?				ss to employer fund	
leave?		y carer's leave		ss to employer fund Secondary carer's 0	
9 Yes No , No ,	Do you have a Standalone Standalone Strategy is currently under insufficient humincluded in wordon't have expense.	formal policy or formal policy or formal policy ontained within another estrategy contained within another development or resources staff kplace agreement entise ole arrangements	I strategy or policy	Secondary carer's 0	leave

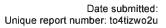






No, don't have expertise
No, don't offer flexible arrangements
No, not a priority
No, other (provide details):
Do you have any non-leave based measures to support employees with family and
== y == man and man an
caring responsibilities?
□ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
☐ No, other (provide details):
11.1 To understand where these measures are available, do you have other worksites in
addition to your head office?
∑ Yes
∐ No
11.2 Please indicate what measures are in place and in which worksites they are available
(if you do not have multiple worksites, you would select 'Head office only'):
Employer subsidised childcare
Head office only
Other worksites only
☐ Head office and some other worksites
All worksites including head office
On-site childcare
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
□ Breastfeeding facilities □
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
☐ Childcare referral services
☐ Head office only
Other worksites only
Head office and some other worksites

All worksites including head office
☐ Internal support network for parents
Head office only
Other worksites only
Head office and some other worksites
☐ All worksites including head office
Return to work bonus
Head office only
Other worksites only
☐ Head office and some other worksites
All worksites including head office
Information packs to support new parents and/or those with elder care responsibilities
Head office only
☐ Other worksites only
☐ Head office and some other worksites
☑ All worksites including head office
Referral services to support employees with family and/or caring responsibilities







 ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ Targeted communication mechanisms, for example intranet/forums ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office ☐ None of the above, please complete question 11.3 below
11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:
Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence? Yes 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 (provide details):
Other than a policy 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 Access to leave Training of human resources (or other) staff Referral to support services 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):

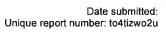
Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

	Managers				Non-managers			
	Female		Male		Female		Male	
	Format	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours		\boxtimes	\boxtimes	\boxtimes	\boxtimes			
of work								
Compressed								





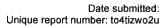
		Man					anagers	
		male Informal		lale Informal		male Informal		lale Inform
working weeks								
Time-in-lieu		1725011						
Telecommuting								
Part-time work								
Job sharing								
Carer's leave		\boxtimes		×				
Purchased leave			\boxtimes					
Unpaid leave	\boxtimes				×		\boxtimes	
14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below: 14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below: Currently under development Insufficient human resources staff Don't have expertise 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 i equality in the wo	ndicator 5 orkplace	: Consultat	ion with e	employees	on issues	concerning	g gender	
15 Have you workplace? ☑ Yes ☐ No ☐ No, not neede				issues cor	ncerning g	ender equa	ality in you	ır
☐ No, insufficien ☐ No, don't have ☐ No, not a prior ☐ No, other (pro	e expertise rity	•	taff					
15.1 How did y workplace (more ⊠ Survey ⊠ Consultative c ☐ Focus groups ⊠ Exit interviews ☐ Performance of	than one of committee	option can		i issues coi ed)?	ncerning g	gender equ	ality in you	ır







Other (provide details): through all of our HR practices and procedures
15.2 What categories of employees did you consult?
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 or formal strategy on sex-based harassment and discrimination prevention? ☑ Yes ☐ 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, not a priority No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☐ Yes ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority ☐ No, other (provide details):
Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? Yes - please indicate how often this training is provided ('At induction' AND one of the other options 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):

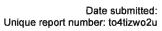






This is covered in our New managers induction program and booklet
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
17.1 Should you wish to provide additional information on any of your responses under Gender 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.)







CEO sign off confirmation

Name of CEO or equivalent	ROBERT RYAN		
Confirmation CEO has signed the repor	t	Yes	
CEO Signature:		Date:	31/5/15