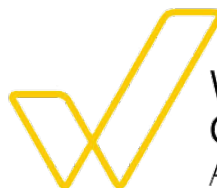




**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

IMB Bank 92087651974

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy; Strategy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy; Strategy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** Yes

Policy; Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

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

<p>Our Gender Equality strategy continues to focus on key decision points - pay decisions to close the gender pay gap; hiring decisions to improve gender representation; promotion decisions to ensure equity. In addition, a focus on development of women and men to provide career growth, opportunity for advancement, sponsorship and mentoring; and opportunities for stretch assignments. Our business has many informal flexible working arrangements in place now for our employees and as a result haven't set targets to increase specifically the number of men on more formal flexible work arrangements as many arrangements are being accommodated. Whilst we have also seen an increase in the number of men taking parental leave, we haven't implemented specific targets as such. </p>

## Governing Bodies

**Organisation:** IMB Bank

**1.Name of the governing body:** IMB Board of Directors

**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 1	<b>Male (M)</b> 0	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 4	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes****Selected value:** Policy**6. Target set to increase the representation of women: No****Selected value:** Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

The IMB Board of Directors has set a target to maintain at least three (3) female directors whilst the Board is comprised of 7 directors.

The maximum term for Chair and Directors is up to 10 years - comprising of 3 x 3 year terms of rolling re-appointments subject to approval by members in a general meeting.

# #Action on gender equality

## Gender Pay Gaps

**1. Do you have a formal policy and/or formal strategy on remuneration generally?**

Yes

Policy; Strategy

Date Created: 23-05-2023

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

Yes

To achieve gender pay equity; 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; Other (provide details)

**Other:** Other considerations include Like for Like analysis by job size, age and tenure - considers whether woman and men have different pay outcomes based on age and tenure, Pay Equity compared to current market

**2. What was the snapshot date used for your Workplace Profile?**

2023-04-01

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

<p>IMB engage independent compensation experts to conduct a Pay Equity Analysis annually and provide insights and reporting to us as well as a year to year performance comparison. This has been completed this year in preparation for our annual remuneration review process in which we consider in addition to performance, both equity and market compensation of our employees.</p>

## Employer action on pay equality

**1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**

Yes

**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

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

Yes

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 pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Trained people-managers in addressing gender bias (including unconscious bias); Implemented other changes

(provide details):

**Other:** As part of our WGEA Citation we have set a firm target to reduce our organisation wide pay gap to less than 30% by 2027.

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

**Organization wide pay equity** - average salary of Females vs Males which is primarily driven by distribution of women and men across pay grades  
**Like for Like pay equity** - women and men in same job role  
**Pay Equity compared to market** - How women and men are paid in comparison to market rates for their roles (FIRG survey data has been used for this comparison using IMB Peer group). Various data cuts were analysed including job family, pay tier, pay grade.  
**Job size analysis** - similar to like for like, but compares different job that are of similar size  
**Age and tenure** - considering whether women and men have different have different pay outcomes from an age and tenure point of view.

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

## Employee Consultation

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

Yes

### 1.1 How did you consult employees?

Consultative committee or group; Survey; Other

**Other:** Through corporate email communications, updating our people related policies such as parental leave, flexible working guidelines, and through Lived Experience and Pulse survey questions

### 1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Policy; Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

**Employees:**

**Shareholder:**

4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?  
No
5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.  
<p>IMB has a Diversity, Equity and Inclusion Working Group now in place.</p>

# #Flexible Work

## Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?  
Yes  
Policy; Strategy
- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:  
A business case for flexibility has been established and endorsed at the leadership level  
Yes  
  
The organisation's approach to flexibility is integrated into client conversations  
Yes  
  
Employees are surveyed on whether they have sufficient flexibility  
Yes  
  
Employee training is provided throughout the organisation  
Yes

**The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**

Yes

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Other

**Other:** There are many informal flexible arrangements in place for our people. Where we can and deem beneficial for employee/IMB, we encourage formalised flexible working arrangements

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

Yes

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

Yes

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes

**Targets have been set for men's engagement in flexible work**

No

Other

**Other:** There are many informal flexible arrangements in place and specifically for our men. Post Covid, the majority of our people still maintain flexible



work arrangements.

**Team-based training is provided throughout the organisation**

Yes

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Compressed working weeks:** Yes

SAME options for women and men Formal options are available

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** Yes

SAME options for women and men Formal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

No

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

# #Employee Support

## Paid Parental leave

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 using the primary/secondary carer definition

1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

## Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy; Strategy

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

- 2.1. Employer subsidised childcare

No

Not a priority

- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not a priority

- 2.3. Breastfeeding facilities

Yes

Available at SOME worksites

- 2.4. Childcare referral services

No

Not a priority

- 2.5. Coaching for employees on returning to work from parental leave

No

Insufficient resources/expertise

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

Insufficient resources/expertise

**2.8. Information packs for new parents and/or those with elder care responsibilities**

Yes

Available at ALL worksites

**2.9. Parenting workshops targeting fathers**

No

Insufficient resources/expertise

**2.10. Parenting workshops targeting mothers**

No

Insufficient resources/expertise

**2.11. Referral services to support employees with family and/or caring responsibilities**

No

Not a priority

**2.12. Support in securing school holiday care**

No

Not aware of the need; Not a priority

**2.13. On-site childcare**

No

Not aware of the need; Not a priority

**2.14. Other details: No**

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

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

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy; Strategy

**1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

**2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

**All Non-Managers**

Yes

**Voluntary question: All Non-Managers**

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

<p>We are currently evolving our Strategy and policy in line with the new Respect at Work Guidelines, Legislation and best practice.</p>

## Family or domestic violence

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

Yes

Policy

**2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

Date Created: 23-05-2023

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

Yes

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

No

Other

**Provide Details:** To date, no requirement for this however should it be requested, we would consider this pending circumstances.

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

Yes

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Date Created: 23-05-2023

Yes

**Is the leave period unlimited?**

No

**Number of Days:**

10

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Provide Details:** No

- 2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

<p>Individual circumstances are considered in respect to both paid and unpaid leave.</p>

# Workplace Profile Table

Industry: Finance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	47	49	0	0	96
	Part-time permanent	4	0	0	0	4
Professionals	Full-time permanent	50	60	0	0	110
	Full-time contract	3	2	0	0	5
	Part-time permanent	22	3	0	0	25
	Part-time contract	1	1	0	0	2
	Casual	1	1	0	0	2
Clerical And Administrative Workers	Full-time permanent	129	43	0	0	173
	Full-time contract	1	0	0	0	1
	Part-time permanent	144	10	0	0	154
	Part-time contract	3	1	0	0	4
	Casual	19	5	0	0	24
Sales Workers	Full-time permanent	13	18	0	0	31
	Full-time contract	0	1	0	0	1

\* 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: Finance

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	2	4	6
SM	Full-time permanent	7	13	20
	Part-time permanent	2	0	2
OM	Full-time permanent	38	31	69
	Part-time permanent	2	0	2

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	3	3	6
			Non-managers	34	10	44
	Part-time	Permanent	Non-managers	10		10
	N/A	Casual	Non-managers	1		1
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1	7	8
			Non-managers	21	11	32
	Part-time	Permanent	Managers	1		1
			Non-managers	15	6	21
	N/A	Casual	Non-managers	2		2
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	6	10	16
			Non-managers	33	37	73
	Part-time	Permanent	Non-managers	42	8	52
	N/A	Casual	Non-managers	9	4	14

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	7	3	10
			Non-managers	39	15	56
	Part-time	Permanent	Non-managers	29	8	39
	N/A	Casual	Non-managers	6		7
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	1		1
			Non-managers	13		13
	Part-time	Permanent	Managers	2		2
			Non-managers	18		18
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1
			Non-managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	1	1
	Part-time	Permanent	Non-managers	1	1

\* Total employees includes Non-binary