

IMB Gender Pay Gap Statement 2026



At IMB, our ambition is to reflect the diversity of our members and communities in our workforce, fostering a culture where every individual feels a sense of belonging and respect.



59%

of appointments to manager roles were women.

We believe that a diverse and inclusive workforce enables us to serve our members better and contributes to a more equal society.

We are proud to report a significant improvement in our gender pay gap the 2024-25 year, as published by the Workplace Gender Equality Agency (WGEA). Our average total remuneration gender pay gap has reduced to 28.8%, with the median gap now at 27.4%. This progress reflects our ongoing commitment to gender equality and the effectiveness of our targeted actions.

Our workforce is predominantly female, with women representing 69% of non-management roles and 54% of management positions. In the past year, 59% of appointments to manager roles were women, demonstrating our commitment to supporting women's career progression. We continue to focus on increasing female representation in senior leadership roles and balancing gender across all levels of our organisation.

The key driver of our gender pay gap remains our workforce composition, with a high proportion of women in frontline and part-time roles. We are actively working to address this through our comprehensive Gender Equality Strategy, which includes:

- Ensuring pay fairness and equal pay for equal work
- Gender-balanced recruitment and promotion processes
- Equitable career development opportunities
- Flexible policies, including equal parental leave benefits and superannuation contributions for all parents
- Ongoing engagement with our people through our Diversity, Equity and Inclusion Working Group.

We recognise that closing the gender pay gap is an ongoing journey. IMB remains committed to creating a workplace where every individual, regardless of gender, can thrive and contribute fully to our collective success.