

## IAG

- In recognition of the link between profit and loss exposure and progression to senior roles, IAG's Executive team have endorsed and implemented a recommendation that Australian businesses adopt targets for the number of women in line roles at Career Bands 5 and 6 and Executive level
- A Talent Management Matrix is in place that provides career development and succession planning tools
- IAG currently offers employees a wide range of flexible working arrangements including part-time hours, job share, working from home, career breaks, shorter working year, compressed working weeks, RDOs and flex time
- The business case for flexibility is widely accepted by both managers and staff
- All employees can access online childcare referral service
- Stay In Touch process is available to all those going on Parental leave
- In 2006 IAG designed and piloted a Women's Career Development Program
- The IAG People Scorecard reports on IAG's gender split, percentage of women in line roles, age profile, percentage of employees working part-time and the number of employees who have completed Diversity and EEO compliance training
- IAG Executive endorsed a recommendation to monitor the pay gap between men and women and decrease the discrepancy between male and female full-time equivalent salaries at IAG
- IAG has identified that this pay gap occurs because there is a concentration of women at lower levels of the organisation and as a result they are establishing targets of women in line roles to address this issue and reduce the gap.