Gender Pay Gap Report

Snapshot date 5 April 2026

The Gender Pay Gap Report provides a snapshot of how men and women are represented across IPM Facilities and the difference between their average hourly earnings.

Trusted to manage what matters most

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Transparent reporting on representation and progression

We are committed to monitoring progress, identifying barriers to progression, and ensuring fairness in both opportunity and reward.

This report helps us understand the composition of our workforce, monitor progress over time and demonstrate our commitment to creating a fair, inclusive and rewarding workplace for everyone.

Our approach is guided by four key pledges, forming part of a long-term plan to improve gender representation across all levels

Resourcing

Ensuring our resourcing is fully inclusive and we are hiring from a diverse talent pool.

Career Development

Taking action that supports the career progression throughout the company.

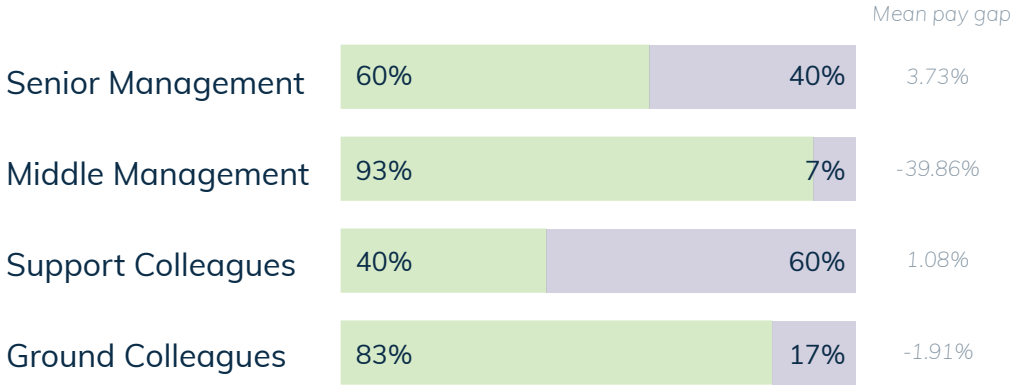
Leadership

Enabling more women into leadership positions through targeted development interventions for female talent.

Reward & Recognise

Offering engaging, and diverse reward & recognitions that celebrates the right behaviour and inclusion.

Workforce by level

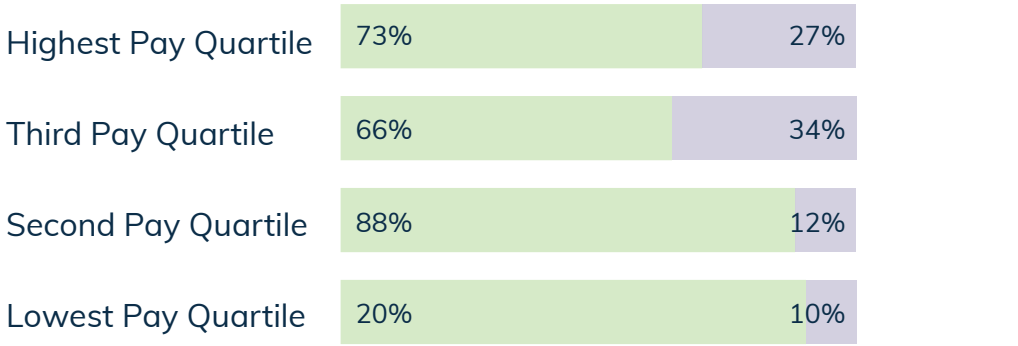


Mean Pay Gap
-4.41%

Median Pay Gap
-7.32%

On average, female employees are paid slightly more than male employees within the organisation.

Workforce by pay quartiles



Our data shows that while the overall gender pay gap is in favour of women, this is largely influenced by workforce distribution. We are committed to improving gender balance across all levels and will continue to review recruitment and progression opportunities.

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