



Workplace Gender Equality Statement 2023

At IG Design Group Australia, we are committed to ensuring that we select the best candidates for each role based on their qualifications, skills, and experience, regardless of gender. We see this as fundamental to our efforts to promote gender equality and create a diverse and inclusive workforce.

Our governing board members are both owners of the business and are steadfast in their commitment to fairness and equity in all aspects of our operations.

IG Design Group believe that diversity of thought and perspective strengthens the business and drives innovation and success.

Our Senior Leadership team currently comprises 5 males and 2 females, we acknowledge the appointments were made based on merit and chosen for proven track record, expertise, and leadership capabilities.

We actively work to cultivate a leadership pipeline that reflects the diverse talent within our business. During the WGEA reporting period 10 (8%) females and 3 (8%) males were promoted within the business. We love to provide employees with the opportunity to progress!

Within our Warehouse operations, we employ 25 females and 12 males across various roles, such as Pick/Packers 95% female vs. 5% male Forklift operators and Store Persons with 28% female vs. 72% male.

We recognize the unique skills and contributions that individuals of all genders bring to our team and value diversity as a key driver of our success.

Our commitment to merit extends beyond recruitment to other aspects of our people practices, including performance evaluation and compensation.

We conduct thorough performance assessments to ensure that all employees are recognised and rewarded based on their contributions without regard to gender to ensure fairness and equality in compensation and opportunities provided such as training and advancement within the business.

We conduct an annual review of all salary bands, benchmarking with market rates for each role, as well as rates set by Fair Work Australia.

As part of our ongoing efforts to promote gender equality, we regularly review policies and processes and remain vigilant in identifying and addressing any barriers or biases (including unconscious biases) that may exist within our business. We are dedicated to building a workplace where everyone has the opportunity to thrive and succeed.