

ESG Strategy

IR's Tribe behaviours underpin our commitment to colleagues and communities



team up



be human



own it



crush it



have a laugh

Employee Wellbeing		Environment	Governance	Social		
<p>Employee Development</p> <ul style="list-style-type: none"> • Career framework • Emerging talent program • Mentorship program • Workforce behaviour training • Company wide access to training • Benchmarking females in management and internal promotions 	<p>Employee wellbeing</p> <ul style="list-style-type: none"> • COVID-19 support • Culture improvement initiatives • Flexible work arrangements • Sessions on health, resilience and mindfulness 	<ul style="list-style-type: none"> • Developing products that support online collaboration, reducing the need for travel • NABERS-friendly offices • Recycling programs 	<ul style="list-style-type: none"> • Independent Chairman supporting oversight of management • Board committees for Audit & Risk and Nomination & Remuneration • Corporate policy refresh to include Anti-Bribery & Whistleblower policies, and Modern slavery statement • Information Security Management System (ISMS) in place 	<ul style="list-style-type: none"> • Refreshed Diversity and Inclusion program for rollout in FY22 • Volunteering take 2 policy • Social fundraising participation 		
Customer satisfaction up 45%	Employee engagement up 5%	~1000 Online internal training hours	MSCI ESG 'A' rating	No whistleblower complaints	WGEA Compliant	SOC2 Type 1 Compliant