



Media Release

Corporate Communications
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ANZ named as Employer of Choice for Women

ANZ has been recognised as an Employer of Choice for Women by the Equal Opportunity for Women in the Workplace Agency (EOWA) for the seventh consecutive year.

ANZ Group General Manager, Human Resources, Susie Babani, said: "ANZ is committed to building a diverse and inclusive workplace because we believe different perspectives help drive improved business results.

"We are delighted that EOWA has recognised the initiatives and progress we have made to support women at ANZ," Ms Babani said.

Initiatives by ANZ to assist in the advancement of women over the past 12 months include:

- The addition of a third woman to the ANZ Management Board, with the appointment of Jenny Fagg as CEO New Zealand.
- Appointing five women to senior executive roles in Asia Pacific, who will help drive ANZ's growth aspirations in the region.
- Introducing a Global Diversity Scorecard which includes stretch targets for female representation at divisional and group levels.
- Launching an integrated global Women in Leadership strategy, endorsed by the ANZ Diversity Council with priorities including mentoring opportunities for women.

Ms Babani said: "Our Global Diversity Scorecard provides real targets with regular reporting requirements, to ensure that we are on track for a range of diversity objectives. It ensures we have tools and programs in place to support women advancement in the organisation.

"We are making good progress, but we know there is much more we can do. Women make up more than a third of the management team at ANZ and the scorecard includes our aim of continuing to increase the representation of women in management across ANZ," Ms Babani said.

Acting Director of EOWA, Mairi Steele said: "All the organisations on this list, including ANZ, are working hard to remove the obstacles that continue to face working women.

"By paying attention to issues such as pay equity, merit based recruitment and promotion processes, training and development at all levels of the business, and encouraging women into senior positions, these organisations will attract and retain valuable and talented staff," Ms Steele said.

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