



Media Release

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ANZ recognised for supporting mature age workers

ANZ's commitment to diversity and the employment of mature age Australians was recognised today with an award presented by the Federal Minister for Employment and Workplace Relations, the Hon. Kevin Andrews MP.

The Certificate of Recognition as a Mature Age Employer Champion recognises ANZ's commitments, particularly via its policy guaranteeing staff aged 55 and over the right to work part-time.

ANZ Head of Advancement of Diversity and Women, Fiona Krautil, said: "At ANZ, we are committed to encouraging and supporting a diverse workforce, which includes retaining our mature, skilled workers.

"We know that many people look to work part-time in the lead up to their retirement from the workforce. Our policies enable our mature age workers the opportunity to ease into the next phase of their lives, while still making a valuable contribution at work."

Ms Krautil added: "Providing a flexible working environment where we can retain the knowledge and experience of our older workers will continue to bring benefits to our employees and to our business, including ensuring our workforce reflects the demographics of our customer base.

"This award from the Australian Government recognises that we are heading in the right direction by supporting our employees, challenging the traditional notions of retirement and responding to the issues of an ageing Australian population."

ANZ's policy guarantees the right for employees aged 55 and over to move to a part-time arrangement in their current role or in another position in the bank. Employees must have a minimum of five years of service. ANZ was one of the first Australian companies to introduce a policy of this kind in September 2005.

Facts about mature age workers at ANZ:

- In 2005, 42 per cent of ANZ employees aged over 55 worked part-time.
- The average age of retirement for ANZ employees was 57.8 years in 2005, compared to 54.8 years in 2003.
- 82 per cent of ANZ employees believe their working environment is accepting of people of all ages, and 70 per cent of people believe that people are treated as equals regardless of age.
- Turnover of employees in the 55 and over age group decreased from 18 per cent in 2003 to 14 per cent in 2005.

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