



# Media Release

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## ANZ recognized 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).

ANZ Group Managing Director People Capital Mr Shane Freeman said: "We are delighted that EOWA has recognised ANZ for the fifth consecutive year. The citation acknowledges that ANZ has built a culture where the talents, experience and perspectives of our women are valued."

Mr Freeman said ANZ was one of only 131 organisations across Australia, of the 7000 who report to EOWA, which had been recognised with the citation this year.

"Organisations that lead their sector as an employer of choice for women have access to a larger talent pool, and are better placed to understand and represent the needs of customers and communities," Mr Freeman said.

Some of the ways ANZ has made progress in this area over the past 12 months include:

- Exceeding its targets by reaching 20 per cent female representation in executive positions by 2006 and 52 percent female graduates in 2007
- Extending parental leave policy to allow employees to extend their unpaid parental leave to 24 months
- Piloting the innovative "My Flexibility" initiative which involves more than 1,000 ANZ people in a trial of flexible work arrangements and will be launched across ANZ later this year.

EOWA Director Ms Anna McPhee today said: "ANZ has been leading the way in developing a strategic approach to identifying and eliminating obstacles facing women in the workplace."

"ANZ understands that flexibility is essential and has put in place programs to attract and retain mature age staff that gives them a competitive edge in a tight labour market."

Mr Freeman said: "While we have the highest staff engagement of any major company in Australia, we know there is more we can do and we are committed to continually looking to raise the bar and create an environment where all staff can thrive."

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