



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 sixth consecutive year.

ANZ Group General Manager, Human Resources, Ms Susie Babani said: "We are delighted that EOWA has again acknowledged ANZ's efforts to create a workplace that supports women.

"Building a diverse, high-performing workforce is a key priority for ANZ as we believe that different perspectives help drive improved business results," Ms Babani said.

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

- Appointing two women to senior executive positions reporting directly to the Chief Executive Officer and recruiting females for 51 percent of graduate roles in 2008
- Launching the "My Flexibility" initiative across the organisation globally which provides a framework for staff to discuss flexible work arrangements with their managers, and,
- Establishing the Global Women's Network and holding a forum which will bring together up to 200 women from ANZ's global businesses to discuss issues relevant to ANZ women.

Ms Babani said: "The first ANZ Global Women's Network Forum will be held this week to discuss issues such as increasing women's success in the business and identifying ways to attract, retain and promote female talent. Senior women representing ANZ's businesses in Asia, the Pacific, India, New Zealand and Australia will attend the forum in the lead up to International Women's Day.

"While ANZ continues to have the highest staff engagement of any financial institution in Australia, the global labour market is increasingly becoming more competitive. This means we need to work hard to distinguish ourselves as an organisation where women want to work. It's now time to pick up the pace," Ms Babani said.

Director of EOWA, Ms Anna McPhee said: "ANZ is one of the leading businesses in Australia that has moved beyond simply writing diversity policies and providing basic flexibility.

"For ANZ creating equity is about changing culture, changing expectations, breaking down the outdated myths about women and finally valuing the massive contribution women make to the workplace whether they are working part-time or full-time, working from home or in the office, starting their careers or nearing retirement," Ms McPhee said.

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