

# Media Release



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## **ANZ Outlines New Commitments for Indigenous Australians – Including Up to 10% of Entry-Level Jobs**

ANZ today announced it will lift employment targets for Indigenous Australians up to as much as 10% of entry-level roles in its branch network (352 jobs) by the end of 2011, as part of its commitment to the Australian Employment Covenant (AEC).

ANZ will work with the AEC to achieve a target of 5% of entry-level roles in its Australian branch network (176 jobs) to be filled by Indigenous Australians who complete a traineeship by December 2011. To achieve this, ANZ will increase recruitment of trainees from 107 in 2008 to 180 in 2009.

In addition, ANZ will make available a further 5% of entry-level roles to Indigenous people who attain the necessary training through the support of the AEC, subject to suitable roles being available for these candidates in their desired location.

The new AEC commitment extends undertakings given in April 2007, when ANZ announced the most ambitious targets for the employment of Indigenous Australians of any major Australian company as part of its Reconciliation Action Plan.

"Today's new commitment builds on our success to date and represents a real, achievable target with the best chance of long-term retention of trainees," ANZ Chief Executive Officer Australia, Brian Hartzer said. "These are not simply jobs, but what we hope will become real careers for Indigenous Australians."

Mr Andrew Forrest, CEO of Fortescue Metals Group and the founder of the Australian Employment Covenant, today acknowledged ANZ's commitment.

"ANZ has clearly demonstrated that the employment of our first Australians, and their inclusion and participation in the Australian economy as productive employees, makes very good business sense in advancing the objectives of Australian businesses," Mr Forrest said.

The announcement was made at an event in Sydney to report on progress against ANZ's original Reconciliation Action Plan, in which 16 of 21 commitments were achieved by September 2008, including:

- Recruiting at least 100 Indigenous trainees annually, with 107 trainees recruited in 2008
- Ensuring that plans to have at least 3% of Regional and Rural banking staff from an Indigenous background by 2011 are on track, with 13 staff currently employed
- Ensuring that plans to promote at least 20 Indigenous employees to management roles by 2014 are on track
- Implementing the MoneyBusiness financial literacy program in six remote pilot sites, with plans underway for a national rollout

ANZ also launched a new Reconciliation Action Plan for 2009, refreshing its commitments in the areas of employment, cultural awareness, financial literacy and capacity building.

Reconciliation Australia Chief Executive, Ms Barbara Livesey, commended ANZ on its achievements since launching its original Action Plan.

“ANZ was one of eight trailblazer organisations that signed up to the Reconciliation Action Plan program from the outset,” Ms Livesey said. “Its achievements in recruiting, retaining and promoting Indigenous staff demonstrates to others that success in Indigenous employment involves more than placing people in jobs – it involves cultural change within an organisation.”

Mr Forrest urged all Australian businesses to follow the lead and in fact surpass the benchmark set by ANZ to continue to close the gap for Indigenous Australians.

For ANZ's Reconciliation Action Plan visit

<http://www.anz.com/aus/values/community/Reconciliation.asp>

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