



Australian Government

Equal Opportunity for
Women in the Workplace Agency

EOWA 2006 Business Achievement Awards Sponsors and Supporters



American Express

American Express is a leading worldwide travel, financial and network services company which opened its first Australian office in 1954. American Express employs around 3000 people across Australia.

A regular on Australian employer of choice citation lists, American Express Australia is proud to have been an EOWA employer of choice for the last six years.

American Express attributes its well recognised standing as an employer of choice to its strong internal culture which encourages an open approach and access to senior leaders.

American Express embraces a number of workplace diversity policies including flexible working arrangements, a childcare referral and research service and subsidized private health cover and work/life balance initiatives.



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Australian Industry Group

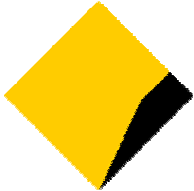
The Australian Industry Group (Ai Group) is Australia's leading industry organisation representing 10,000 employers across a broad and expanding range of sectors. Our members operate businesses of all sizes throughout Australia and employ almost half a million people. We provide practical information, advice and assistance to help members run their businesses more effectively and to become more competitive on a domestic and international level. We also ensure our members have a voice in all levels of government, by representing and promoting their interests on current and emerging issues.



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Commonwealth Bank

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The Commonwealth Bank's approach to Equal Employment Opportunity focuses on valuing workplace diversity by aiming to provide fair, safe, challenging and rewarding work environments for its people, free from discrimination and harassment and where the variety of ideas, work styles and perspectives are valued and encouraged.



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ExxonMobil



ExxonMobil Australia

ExxonMobil Australia is one of Australia's largest oil and gas producers and a major refiner and marketer of petroleum products.

ExxonMobil is committed to diversity in the workplace, and is a strong supporter of providing opportunities for women to enter and excel in non-traditional workplace roles. The Company is proud to have been named an EOWA Employer of Choice for Women every year since 2001.

ExxonMobil provides competitive compensation and career development programs that attract, retain and reward high quality and productive employees in pursuit of the company's business objectives. Our commitment to diversity provides access to the widest available pool of talent, and is a key competitive advantage for ExxonMobil.

ExxonMobil Australia is very pleased to be sponsoring the award for Outstanding EEO Practice for the Advancement of Women in a Non-Traditional Area/Role at the 2006 EOWA Business Achievement Awards.



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Hays

For the fourth year in a row, Hays is the only recruitment agency to be awarded the Employer of Choice for Women citation – an achievement we are particularly proud of!

Hays is committed to the development of our human capital through building a culture of reward, recognition and promotion based on merit. There has been a direct correlation between our investment in our people and our current success. It is a testament to years of developing a company culture that rewards merit and individual performance and which invests heavily in employees' learning and development.



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IBM Australia Limited

International Business Machines Corporation, headquartered in Armonk, N.Y., is the world's largest information technology (IT) and business consulting company. IBM's solutions and services span all major industries, including financial services, healthcare, government, automotive, telecommunications and education, among others. It is the diversity and breadth of IBM's portfolio - - spanning hardware, software, services, research, financing and technology -- that uniquely separates it from other companies in the IT industry. IBM drives innovation to help its clients transform themselves into 'On Demand' businesses. With approximately 329,000 employees worldwide and over 10,000 employees in Australia and New Zealand, IBM conducts business in 174 countries.

Diversity and inclusion have been integral parts of the IBM corporate culture for more than 80 years. IBM values diversity and recognises the need to capitalise on the skills and talents of all segments of its workforce. Valuing this difference in IBM uncovers new perspectives, taps different knowledge and experience, and generates ideas, suggestions and methods not otherwise considered. IBM's programs and policies encourage, develop and support diversity for all employees. IBM recognises that diversity is a key point of competitive advantage for the company.

Well known for being an Employer of Choice, IBM Australia has won several prestigious awards including: the only triple A rating in the 2005 Reputex Survey for workplace practices, The Prime Minister's Employer of the Year Award for inclusion of people with a disability in 2001, The 2002 and 2003 Leadership in Diversity Awards for inclusion of people with a disability, The Equal Opportunity for Women in the Workplace Agency (EOWA) "Employer of Choice" citation for the past 5 years, Mature Worker Champion Award from the Minister, Department of Employment and Workplace Relations in 2006, and the Gold winner of the 2002 National Work and Family Awards.

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McDonald's Australia Limited

We are currently one of the largest employers and trainers in Australia, with some 56,000 people employed by the company and its franchises.

McDonald's has always had a strong commitment to equal opportunity and the growth and development of all employees at all levels throughout the organisation. We currently invest over \$35 million in the training and development of our employees.