



**Australian Government**  
**Equal Opportunity for  
Women in the Workplace Agency**

## **EOWA 2008 Business Achievement Awards**

### **Sponsors** (alphabetical)

#### **American Express Australia Limited**

**(Award 6: Outstanding Workplace Flexibility Achieved through Job Design)**



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 subsidised private health cover and work/life balance initiatives.

## **Australian Industry Group**

**(Award 1: Leading CEO for the Advancement of Women)**



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.

**Commonwealth Bank of Australia**

**(Award 5: Outstanding Initiative and/or Result for the Advancement of Women)**



The Commonwealth Bank of Australia aims to build a diverse team by recognising the value of the varied perspectives, skills and approaches to work that employees bring. Valuing and respecting these differences is fundamental to providing excellent customer service to a diverse community and allows our employees to contribute to their full potential.

**ExxonMobil Australia Pty Ltd**

**(Award 7: Outstanding EEO practice for the Advancement of Women in a Non-Traditional Area/Role)**

**ExxonMobil**



ExxonMobil realizes that success depends on attracting and retaining the best, most innovative, most results-oriented employees. Their view is "our people are our competitive advantage and the key factor in achieving our goals".

The organisation is therefore very serious about the people they choose to recruit and develop and so they aim to provide an environment where the right type of person can grow and succeed.

## Freehills

(Award 2: Diversity Leader for the Advancement of Women)



Freehills is committed to a creating and supporting a high performance culture and our key strategic priority is making it possible for all people to take on roles that fulfil and challenge them. We have a significant focus on creating an inclusive work environment that enables all our people to be successful and fulfilled. Integral in achieving this is our vision ? to create an exceptional experience for our people and our clients.

We have a long history of leading the legal industry in its support of women and their career development, and have a strong focus on encouraging diversity. We are proud that we were the first major Australian law firm to appoint a woman partner in 1978, and remain focused on creating a work environment that enables women to be successful, fulfilled and to take on leadership roles.

Our "Women at Freehills" initiative that specifically supports this objective includes partner development programs focusing on improving career conversations, challenging mindsets and assumptions about gender; coaching programs; focus groups; setting partner targets; parental support programs; flexible working plans; and regular policy reviews.

## Hays

(Award 4: Leading Organisation for the Advancement of Women [>500 employees])



Hays is Australasia's most successful and fastest growing recruitment business. A global leader, we employ more than 8,500 employees over 27 countries.

At Hays we are proud to be the only recruitment company awarded the EOFCW citation for six consecutive years. Other recent awards include a Seek Annual Recruitment Award (SARA) in 2007 for Most Popular Specialist Recruiter, as well as being voted by HR professionals the 2007 2008 Recruitment Agency of the Year in the Human Capital survey.

Hays is committed to the development of our employees 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. Hays also has a strong reputation in the industry as the leading investor in employees' learning and development.

For the fifth year in a row, Hays is sponsoring the EOWA Business Achievement Awards. This investment is indicative of our commitment, dedication and support of recruiting, retaining and developing women in the workforce

## IBM

(Award 3 : Leading Organisation for the Advancement of Women [<500 employees])



IBM Corporation is the world's largest Information Technology (IT) and business consulting company, with solutions and services spanning all major industries.

With over 350,000 employees worldwide in 174 countries, including over 15,000 employees in Australia and New Zealand, it's easy to see why diversity and inclusion have been integral parts of the corporation's 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. IBM's programs and policies encourage, develop and support diversity for all employees. Well-known for being an Employer of Choice, IBM Australia has won several prestigious awards since 1997. More recent awards include:

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| 2006 | DEWR Employer Champion for Mature Age Workers<br>Deafness Forum Highly Commended Award<br>Diversity@Work Employment and Inclusion of People with a Disability Award<br>and Mature Age Workers Award<br>EOWA Business Achievement Award for Leading Organisation for the<br>Advancement of Women |
| 2007 | Organisation of the Year Award by ASLIA   |

IBM is the only organisation to be named a finalist in the Australian Prime Minister's Employer of the Year Award for its commitment to disability employment.