



Australian Government

Equal Opportunity for
Women in the Workplace Agency

EOWA 2009 Business Achievement Awards Sponsors



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 around 750,000 staff. 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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IBM Australia Limited

IBM is a leading technology and services organisation of nearly 400,000 highly skilled professionals working in 177 countries.

In Australia, we have around 14,000 people creating and applying information technology to help solve some of the world's biggest problems. To this end, we supply Australian businesses – large and small – with hardware, software and services; business consulting services; business transformation outsourcing; and IT financing. We also work closely with government, academia and not-for-profit organisations to support the communities in which we live and work.

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 competitive advantage for the company.

Widely recognised as an employer of choice, IBM holds numerous awards for its industry-leading employment practices and policies. Awards include: The Equal Opportunity for Women in the Workplace Agency (EOWA) "Employer of Choice" award for 9 consecutive years, 2008 Diversity@work Employer of Choice for Gay, Lesbian, Bisexual & Transgender. Past awards include 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, Mature Worker Champion Award from the Minister, Department of Employment and Workplace Relations and Diversity @ Works Employment and Inclusion of People with a Disability and Employment and Inclusion of Mature Age Workers Awards in 2006, and the Gold winner of the 2002 National Work and Family Awards.



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Commonwealth Bank

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'The Commonwealth Bank of Australia recognises and values the varied perspectives, skills and approaches that employees bring to work. The Group implements leading diversity initiatives and encourages an inclusive workplace that provides opportunities for all of its people to fully participate and grow. Supporting diversity and inclusion supports our vision to become Australia's finest financial services organisation through excelling in customer service.'



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ExxonMobil Australia

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.



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Freehills

Freehills

Freehills is committed to creating and supporting a high performance culture. We have a significant focus on offering an inclusive work environment that enables all of our people to take on roles that fulfil and challenge them. 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.

Further highlighting this commitment, the Women at Freehills initiative was established in 2004 in recognition of the challenges that women lawyers can face in progressing to partnership. Women at Freehills specifically focuses on understanding and removing barriers that may work against our women lawyers, and helping women to be successful in their chosen career paths. Some of the achievements and activities under our Women at Freehills initiative include:

- partner development programs to develop their coaching capabilities and improve conversations about careers
- coaching and tailored development programs for women lawyers
- women lawyer working groups and lunch time discussion forums
- a supportive work environment including private parenting rooms, first class technology and 24-hour support
- fully subsidised in-home emergency childcare
- a 'working mothers' support and networking program
- a generous parental leave policy and regular policy reviews, and
- regular analysis of metrics for any gender trends and setting of women partner targets.