

Becton Dickinson Pty Ltd

BD's vision for the future is to in become a great company, one recognised for great performance, great contributions to society and being a great place to work (Three Greats).

Our values and core competencies provide the foundation. BD's values are:

- § We accept personal responsibility
- § We treat each other with respect
- § We always seek to improve
- § We do what is right

To underscore BD's commitment to living by our values and specifically, our commitment to diversity, we continue to expand our focus in the following key areas:

1. Sensitising the Organisation to Diversity – Increasing awareness and building a culture that respects, values and celebrates the diversity among us and leverages our differences to enhance our competitive advantage.
2. Recruiting and Hiring – Recruiting and hiring from a diverse pool of people to attract the best available talent and capabilities.
3. Coaching and Development – Coaching, Developing and mentoring associates so as to achieve our vision of becoming a great company.
4. Human Resource Planning (HRP) – Matching opportunities to, and monitoring progress of any individuals who can drive performance, grow as leaders and leverage diversity.
5. Developing Metrics/ Measures of Success – Measuring our progress as well as our leaders' effectiveness in demonstrating behaviours that are aligned with our guiding principle.

Everything we do to grow our company contributes to at least one or a combination of the Three Greats, is supported by our core values and strengthens our ability to realise our Envisioned Future where we aim to "create a cultural transformation that will put us in the forefront of the most progressively managed organisations, known for pioneering innovative management practices". We are a company that is proud of its past, energised by the present and confident about its future.

Recent examples where BD has adopted flexible working arrangements in the interest of recognising family and other commitments at all levels in the organisation are as follows:

1. Accounts Receivable Associate

Our female Accounts Receivable Officer has recently purchased a home with her partner. At that time she requested she change her commencement time to be in line with her partner's hours, so they can travel to and from work together. This was agreed to so the associate now commences at 7:30am which enables the couple to travel together.

2. Accounts Payable Associate

A female Accounts Payable Associate has recently commenced her Bachelor of Business Degree on a part-time basis. To enable this associate to attend classes BD has agreed to a flexible full-time hours arrangement with one day off each week.

4. Financial Accounting Manager

In August 2005, we created a Financial Accounting Manager role for an individual returning from parental leave so we could accommodate her requested reduced hours of two days per week. This arrangement was in place for duration of 10 months.

5. Warehouse Administrator

At the beginning of this year our female Warehouse Administrator requested a reduction in hours to accommodate her daughter's commencement at high school. Previously employed full-time, this associate is now working 30 hours per week

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