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Equal employment opportunity initiatives for women  
Media material and supporting information



## Supporting information and media contact

This report outlines our commitment to equal opportunity, and summarises of our initiatives and plans of Kimberly-Clark Australia & New Zealand. For more information on any of our initiatives or for journalist enquires, please contact:  
Ross Hearne, General Manager, Corporate Services, Kimberly-Clark Australia on 02 9963 8888.

## What are we doing about it?

Over the past few years, KCA/NZ has implemented a wide range of systems and processes to ensure all employees are treated fairly. These programs and processes advance equal opportunity for all employees, and help to promote a diverse and healthy workplace.

The programs introduced since 2004 share one over-riding characteristic: they use highly systematic, comprehensive and transparent processes which are applied consistently across all sites, levels and situations.

This consistency and transparency of process ensures employees are rewarded on merit only, eliminating any potential discrimination.

## Our key EOWA initiatives

KCA employs about 1650 people and has annual sales revenue of approximately \$1 billion. About 50 percent of employees work in manufacturing and are employed under an EBA.

*Some of KCA's major employee initiatives are:*

- Increasing the level of female capabilities throughout the business by investing in leadership training and development available at all levels of management. Women make up 20% of participants in the senior leadership programmes and 50% in line management programmes.
- Introduced paid maternity leave of 12 weeks. Additional **special maternity leave** is available during the pregnancy if the employee suffers an illness related to pregnancy and is not then on maternity leave.
- Streamlined internal advertising of vacant positions – internal applicants are encouraged to apply and all applicants go through a consistent recruitment process. We now have increased women in leadership positions by 10%.
- Ensuring that we have a work-life balance for all employees by implementing the Flexible Work Arrangement policy, with all requests comprehensively investigated including part-time, job-share and work-from-home initiatives. We have increased part-time employees, particularly women coming back into the workforce after maternity leave. Increased part-time managers from none to 5. Working from home has become more popular and is working effectively.
- Implementing a more rigorous Career Development process including individual development plans ensuring a fair and equitable process for both the development opportunities and promotion.