

ANZ Bank

Some of ANZ's key programs include:

- The **ANZ Women's Network**: a global network to help ANZ women achieve greater performance, greater business success and greater
- Mentoring and career development**: coaching, mentoring and networking are offered through various ANZ programs to help women succeed.
- Family friendly policies and flexible work arrangements**: designed to help women succeed in business.

ANZ's Diversity Council introduced a **Global Diversity Scorecard** which includes stretch targets for female representation at divisional and group levels.

ANZ offers parental Leave to all permanent full-time and part-time employees, irrespective of length of service. **Parental Leave assistance** of 12 weeks pay is available to the primary care giver for the child and an entitlement to unpaid Parental Leave is also available for eligible casual employees. The primary care giver for the child may take up to 52 weeks of unpaid leave, and request an extension up to a total period of 2 years of unpaid leave.

Progress in 2008

Overall the percentage of women in management positions at ANZ remains the same as last year at 37%. We exceeded our three year targets for women at Executive and Senior Manager levels in New Zealand and while we have achieved year-on-year increased in Australia, we fell short of our targets.

Executives: 25% Australia / 21% (+18%) New Zealand

Senior Managers: 28% Australia / 23% (+6%) New Zealand

Managers: 41% (+1%) Australia / 33% New Zealand.

Significant developments included:

- The appointment of three women as direct reports to our CEO. Susie Babani, Group General Manager, Human Resources; Margaret Payn, Group General Manager Strategy and Marketing; and Tania Motton, Head of the Office of the CEO.
- Our inaugural Women's conference, attended by nearly 200 ANZ leaders, where ANZ's global priorities to advance women in leadership positions were agreed.
- The ANZ Global Women's Network was established to help ANZ women achieve greater performance, business success and recognition for their achievements.