

## **Citi**

Citi has a purpose built Flexible Work portal where employees can find out more about Citi's flexible work policies, strategies and success stories. Employees can also access self assessment tools that help them to consider whether or not they and their job duties are compatible with a particular Flexible Work Strategy. Additionally, employees can also apply for flexible work or register for an alternative workplace strategy online.

The Consumer Bank (GCG) has created a new performance management system which will goal, measure and reward people for predefined value based behaviours. This will benefit all employees, including women, as behaviours (or the "how" of our job) are measured and managed like the results of our job.

Citi sponsors the NSW 'Women in Finance Mentoring for Success' Program. The program matches female participants within the finance industry with external experienced mentors. Citi also runs an internal Toastmaster Program for Women in Finance for all women across the Citi franchise. This program supports the development, training and networking of women within the bank.

Citi Australia offers female employees places to participate in our regional program "Coaching for Success". One of the key features of this program is the networking events enabling participants to meet and be exposed to regional leaders. This demonstrates our CEO and manager's commitment to the ongoing development of our high potential female employees.

Citi's Institutional Bank has introduced 'Women in Investment Banking' scholarships at major universities, targeting top university female students to give them the opportunity to take part in our summer internship program as well as contributing funds to pay for their university education.