

## **J.P. Morgan**

At J.P. Morgan, we hold ourselves to the highest standards of personal and professional conduct. This core value affects many aspects of our work experience, the way we serve our customers, how we uphold the excellent reputation of J.P. Morgan and how we treat each other at work. We believe in equal opportunity based on merit, and we regard our diversity as one of the key ingredients in our success. To promote a work environment based on openness and mutual respect, our policies on how we work together focus on the personal dignity and worth of every J.P. Morgan employee.

J.P. Morgan is widely acknowledged as an employer of choice. We seek to create a culture where each employee is encouraged to reach their maximum potential. The critical factors in our vision are equality and diversity. We aim to build our teams with the best people doing their best work, regardless of nationality, gender, race, sexual orientation, age and physical ability. The framework of employment policies J.P. Morgan has built includes:

- Skills-focused recruitment;
- Support for people returning to the workplace and flexible work arrangements (part time, job sharing, staggered hours, compressed week, telecommuting, remote work);
- 12 weeks paid parental leave to primary care givers;
- WIN (Women's Interactive Network). Its mission is to increase awareness of topics that matter to women. In addition, we strive to provide an informal opportunity to network with other women within J.P. Morgan; and
- Executive female talent planning and mentoring programs.

For the fifth consecutive year, J.P. Morgan is honoured to be recognised by the Australian Government as an Employer of Choice for Women.

J.P. Morgan Australia Chief Executive Officer, Robert Priestley, said "For a number of years, J.P. Morgan has been committed to attracting, retaining and developing a diverse range of candidates. Our human resources policies and practices that support our talent management platforms are highly regarded internally and valued globally."