

Best in Class Snapshot

How ANZ is Making Progress on Gender Diversity in Senior Leadership

The Australia and New Zealand Banking Group Limited (ANZ) serves Australia, New Zealand, the Pacific and key markets in Asia.

ANZ is consistently recognized as an employer of choice for women.

CEO Mike Smith has driven diversity and gender balance as a business imperative since 2007.

Key elements of the ANZ gender balance strategy:

- Target 50:50 gender splits in all talent and leadership programs.
- Ensure women have access to a breadth of critical experiences and development opportunities throughout their careers to position them well for senior executive roles into the future.
- Targets for at least 50% female representation in key recruitment, talent and development programs and at least 40% representation of women in management overall.
- Senior women consistently cite an inclusive and supportive line manager as a defining factor in their progression. Constructive, inclusive and supportive leaders should be the norm rather than the exception.
- Flexible work arrangements, breaks from work and other support in special circumstances to help balance life priorities with work and to manage careers. Focus on building awareness by profiling key leaders (male and female) who are role models of flexible working.
- Parental leave policies are considered industry leading in Australia.
- Focusing on achieving pay equity for like roles across the business and taking action through the annual pay review process where unjustified discrepancies occur to ensure there is no systemic gender bias.

ANZ is a signatory to the United Nations Women's Empowerment Principles. The Women's Empowerment Principles are a set of Principles for business offering guidance on how to empower women in the workplace, marketplace and community.

"With more women in our leadership pipeline and senior executive ranks, we are tapping into a much broader range of leadership styles, experiences, market insights and skills to manage our business and achieve our goals. It's also about building a better, more connected and innovative business for our employees and customers to benefit the communities we serve."

- Mike Smith, Chief Executive Officer, ANZ

Sources: ANZ website and ANZ Progressing Women Report
<http://www.anz.com/about-us/corporate-responsibility/employees/valuing-diversity-respect/diversity/gender/>

“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”

- Margaret Mead



Disclaimer

Show Me 50, Inc. is a 501(c)(3) corporation whose mission is to provide a platform to engage individuals in actions that level the playing field for women. We encourage individuals to actively collaborate with their companies to inform and implement a culture of gender equality that leads to the achievement of 50% women in senior leadership positions.

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