

Employee Indemnity Policy - Summary

ANZ's Constitution (Rule 11.1) permits it to indemnify its employees against liabilities (so far as is permitted under the Corporations Act 2001) incurred in the execution and discharge of their duties.

It is ANZ's policy that its employees should not incur any liability for acting in the course of their employment.

Under the policy, the Company will indemnify employees against any liability they incur in carrying out their role. The indemnity protects employees and former employees who incur a liability when acting as an employee, trustee or officer of ANZ, or a subsidiary of ANZ at ANZ's request.

The indemnity is subject to the Corporations Act 2001 and will not apply in respect of any liability arising from:

- a claim by ANZ;
- a claim by a related body corporate;
- a lack of good faith;
- illegal or dishonest conduct; or
- non-compliance with ANZ's policies or discretions.