

Fit and Proper

ANZ has an effective and robust framework in place to ensure that individuals appointed to relevant senior positions within the ANZ Group have the appropriate fitness and propriety to properly discharge their prudential responsibilities on appointment and during the course of their appointment.

The framework, set out in ANZ's Fit and Proper Policy, addresses the requirements of APRA's Fit and Proper Prudential Standard (APS 520).

The following individuals are covered by the Policy:

- Directors of ANZ;
- "Board Appointees", namely:
 - Members of ANZ's Management Board;
 - Group General Counsel and Company Secretary;
 - Group General Manager, Finance; and
 - Group General Manager, Internal Audit; and
- Lead partner of ANZ's external auditor who is responsible for signing off the annual review of ANZ's compliance with APRA's Prudential Standards.

The fitness and propriety of each of the individuals listed above is assessed on appointment and thereafter on an annual basis.

On or prior to appointment, the following documentation (to the extent available) is sought for each of the positions listed above:

- Federal Police criminal record check (or overseas equivalent, if applicable);
- ASIC/APRA disqualification check (or overseas equivalent, if applicable);
- Federal Bankruptcy check (or overseas equivalent, if applicable); and
- Evidence of relevant material qualifications (undergraduate and postgraduate degrees/diplomas and professional memberships).

In addition, the individual being assessed must provide an attestation (on appointment and annually) as to their fitness and propriety in the form required by ANZ.

The fitness and propriety of individuals covered by the Policy is assessed by the following bodies:

- Board/Governance Committee for Directors;
- Human Resources Committee for Board Appointees; and
- Audit Committee for the external auditor.