



Public report

2016-17

Submitted by

Legal Name:

Australia And New Zealand Banking Group Limited





Organisation and contact details

Submitting organisation details	Legal name	Australia And New Zealand Banking Group Limited
	ABN	11005357522
	ANZSIC	K Financial and Insurance Services 6221 Banking
	Business/trading name/s	
	ASX code (if applicable)	ANZ
	Postal address	833 Collins Street DOCKLANDS VIC 3008 AUSTRALIA
	Organisation phone number	(03) 8655 0000
Reporting structure	Number of employees covered by this report	22,022





Workplace profile

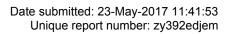
Manager

Managar acquiretional actorories	Departing level to CEO	Employment status		No. of	employees
Manager occupational categories	Reporting level to CEO			М	Total employees
		Full-time permanent	0	1	1
CEO/Head of Business in Australia		Full-time contract	0	0	0
	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	6	9
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	6	7
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	13	25	38
		Full-time contract	0	0	0
	-2	Part-time permanent	0	1	1
		Part-time contract	0	0	0
Other executives/General managers		Casual	0	0	0
Other executives/General managers		Full-time permanent	8	31	39
		Full-time contract	0	0	0
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	2	2
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0





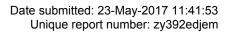
Managanasaumatianal astanasias	Deporting level to CEO	Faralas and adaptive		No. of	employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	15	17	32
		Full-time contract	0	0	0
	-2	Part-time permanent	1	1	2
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	34	92	126
		Full-time contract	0	1	1
	-3	Part-time permanent	4	2	6
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	34	120	154
		Full-time contract	0	0	0
Senior Managers	-4	Part-time permanent	2	0	2
•		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	27	29
	-5	Full-time contract	0	1	1
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	3	3
	-6	Full-time contract	0	0	0
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	4	9
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers		Full-time permanent	42	80	122
		Full-time contract	0	1	1
	-3	Part-time permanent	21	2	23
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	129	268	397







Manager occupational categories	Reporting level to CEO	Employment status		No. of	employees
iwanager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time contract	1	2	3
		Part-time permanent	26	2	28
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	118	336	454
		Full-time contract	1	0	1
	-5	Part-time permanent	24	4	28
		Part-time contract	0	0	0
		Casual	0	0	0
	-6	Full-time permanent	13	74	87
		Full-time contract	0	4	4
		Part-time permanent	3	1	4
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	6	17	23
		Full-time contract	0	0	0
	-7	Part-time permanent	3	0	3
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			510	1,131	1,641



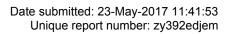




Workplace profile

Non-manager

Non manager equipational estageries	Employment status	No. of employees (excluding gr	raduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	М	F	M	F	М	Total employees
Professionals	Full-time permanent	3,614	5,275	50	44	0	0	8,983
	Full-time contract	87	197	0	0	0	0	284
	Part-time permanent	753	48	0	0	0	0	801
	Part-time contract	15	4	0	0	0	0	19
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
,	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	3,368	2,635	0	0	0	0	6,003
	Full-time contract	41	45	0	0	0	0	86
Clerical and administrative	Part-time permanent	3,297	392	0	0	0	0	3,689
	Part-time contract	37	9	0	0	0	0	46
	Casual	361	109	0	0	0	0	470
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding g	raduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	М	F	М	F	М	rotai employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		11,573	8,714	50	44	0	0	20,381





Reporting questionnaire

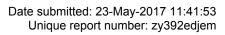
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act means the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2016 to 31 March 2017. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention
	 ∑ Yes (select all applicable answers) ∑ Policy ∑ Strategy No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority







1.4	Promotions
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 ✓ Yes (select all applicable answers) ☐ Policy ☑ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many new appointments were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)? IMPORTANT: this should incorporate appointments from both external and internal sources (including all promotions).

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	138	236
Number of appointments made to NON-MANAGER roles (including promotions)	4089	3281

1.11 How many employees were promoted during the reporting period against each category below? IMPORTANT: Because promotions are included in the number of appointments in Q1.10, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	46	107	1063	1172
Permanent/ongoing part-time employees	8	0	248	46
Fixed-term contract full-time employees	0	0	3	7
Fixed-term contract part-time employees	0	0	0	1
Casual employees	0	0	8	6

1.12 How many employees resigned during the reporting period against each category below?

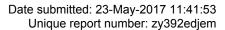
	Mana	Managers		nagers
	Female	Female Male		Male
Permanent/ongoing full-time employees	28	64	526	633
Permanent/ongoing part-time employees	4	1	459	92
Fixed-term contract full-time employees	0	0	19	44
Fixed-term contract part-time employees	0	0	6	3
Casual employees	0	0	146	42

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.
 Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

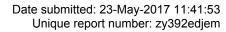






If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

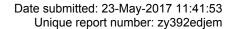
2.1a.1	Organisation name?						
	Australia and New Zealand Banking Grou	ηp					
2.1b.1	How many Chairs on this governing body?						
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?				
		Female	Male				
	Number	3	4				
	 Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% either) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide details why): Not a priority Other (provide details): 						
2.1e.1	What is the percentage (%) target?						
	30						
2.1f.1	What year is the target to be reached?						
	2017						
2.1g.1	Are you reporting on any other organic	sations in this report?					
	☐ Yes ☑ No						
2.2	Do you have a formal selection policy and/or formal selection strategy for governing body members for ALL organisations covered in this report?						
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy						
	☐ No (you may specify why no formal selection policy or formal selection strategy is in place) ☐ In place for some governing bodies						
		please enter date this is due to be compl	eted				
	☐ Do not have control over governing body appointments (provide details why) ☐ Not a priority ☐ Other (provide details):						







	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)? ☐ Yes ☐ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Gen	der	equality indicator 3: Equal remuneration between women and men
	remune r equalit	ration between women and men is a key component of improving women's economic security and progressing cy.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (select all applicable answers) Solution Solution
	□ No	 ✓ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		Yes (provide details in question 3.2 below) No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) Currently under development, please enter date this is due to be completed Salaries set by awards/industrial or workplace agreements Insufficient resources/expertise Non-award employees paid market rate Not a priority Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		☐ To achieve gender pay equity ☐ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews) ☐ To be transparent about pay scales and/or salary bands ☐ To ensure managers are held accountable for pay equity outcomes ☐ To implement and/or maintain a transparent and rigorous performance assessment process ☐ Other (provide details):
4.		ou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
	⊠ Yes	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):



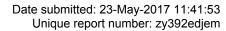




room fo	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	An organisation-wide like-for-like role gap analysis was conducted as part of the annual performance and remuneration review.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	 Yes – indicate what actions were taken (select all applicable answers) □ Created a pay equity strategy or action plan □ Identified cause/s of the gaps □ Reviewed remuneration decision-making processes □ Analysed commencement salaries by gender to ensure there are no pay gaps □ Analysed performance ratings to ensure there is no gender bias (including unconscious bias) □ Analysed performance pay to ensure there is no gender bias (including unconscious bias) □ Trained people-managers in addressing gender bias (including unconscious bias) □ Set targets to reduce any like-for-like gaps □ Set targets to reduce any organisation-wide gaps □ Reported pay equity metrics (including gender pay gaps) to the governing body □ Reported pay equity metrics (including gender pay gaps) to the executive □ Reported pay equity metrics (including gender pay gaps) to all employees □ Reported pay equity metrics (including gender pay gaps) externally □ Corrected like-for-like gaps □ Conducted a gender-based job evaluation process □ Implemented other changes (provide details): □ No (you may specify why no actions were taken resulting from your remuneration gap analysis) □ No unexplainable or unjustifiable gaps identified □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Salaries set by awards/industrial or workplace agreements □ Non-award employees are paid market rate □ Unable to address cause/s of gaps (provide details why): □ Not a priority □ Other (provide details):
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.







5.		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	time o	s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please te how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded arental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided:
5a.	carers	12 r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.



6a.



	ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided:
	5
	r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?
	In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
	☐ <10% □ 40.000/
	☐ 10-20% ☐ 21-30%
	☐ 31-40%
	☐ 41-50%
	<u></u> 51-60%
	☐ 61-70% ☐ 71-90%
	☐ 71-80% ☐ 81-90%
	☐ 91-99%

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

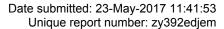
	Primary carer'	s leave	Secondary care	's leave
	Female	Male	Female	Male
Managers	53	23	0	43

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary care	r's leave
	Female	Male	Female	Male
Non-managers	1193	369	15	430

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.

☑ 100%







•	'Ceased employme	ent' means a	anyone who	has exite	d the orga	nisation 1	for whateve	er reason,	including
resi	gnations, redundanci	es and dism	issals.						

	Females	Males
Managers	1	1

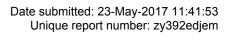
- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.

 Ceased employment' means anyone who has exited the organisation for whatever reason, including
 - resignations, redundancies and dismissals.

	Female	Male
Non-managers	8	4

	Non-managers	8	4
9.	Do you have a formal policy and/or form	al strategy on flexible working an	rangements?
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	 No (you may specify why no formal poling ☐ Currently under development, pl ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority 	ease enter date this is due to be cor	npleted
	Other (provide details):		
	9.1 You may indicate which of the fo	llowing are included in your flexib	ole working arrangements strategy:
	 ☑ Leaders are visible role models of Flexible working is promoted throw a Targets have been set for engaged are provided to Targets have been set for men's are held accountable for Manager training on flexible wor a Employee training is provided to Team-based training is provided and Employees are surveyed on who are the The organisation's approach to for the Impact of flexibility is evaluated to Metrics on the use of, and/or the 	coughout the organisation gement in flexible work engagement in flexible work rimproving workplace flexibility king is provided throughout the orgaroughout the organisation throughout the organisation ether they have sufficient flexibility is integrated into client convited (eg reduced absenteeism, increst	unisation versations ased employee engagement) eported to key management personnel
10.	Do you have a formal policy and/or form	al strategy to support employees	with family or caring responsibilities?
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	☐ No (you may specify why no formal police	ease enter date this is due to be cor	npleted

11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?

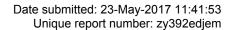






Yes	
	(you may specify why non-leave based measures are not in place)
_	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	□ Not a priority
	Other (provide details):
	Cities (provide details).
44.4	Disease cale at what a connect manchanisms are in place and if they are evallable at all weaksites
11.1	Please select what support mechanisms are in place and if they are available at all worksites.
	 Where only one worksite exists, for example a head-office, select "Available at all worksites".
	Employer subsidised childcare
	Available at some worksites only
	Available at all worksites
	On-site childcare
	Available at some worksites only
	☐ Available at all worksites
	☐ Breastfeeding facilities
	☐ Available at all worksites
	☐ Childcare referral services
	Available at some worksites only
	⊠ Available at all worksites
	Available at some worksites only
	⊠ Available at all worksites
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave)
	Available at some worksites only
	Available at all worksites
	☐ Information packs to support new parents and/or those with elder care responsibilities
	Available at some worksites only
	Available at all worksites
	⊠ Referral services to support employees with family and/or caring responsibilities
	Available at some worksites only
	Available at some worksites
	☐ Available at all worksites ☐ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	Available at some worksites Available at all worksites
	Support in securing school holiday care
	Available at some worksites only
	Available at some worksites
	☐ Coaching for employees on returning to work from parental leave ☐ Available at some worksites only
	Available at some worksites
	☐ Parenting workshops targeting mothers ☐ Available at some worksites only
	Available at some worksites
	Parenting workshops targeting fathers
	☐ Available at some worksites only
	Available at all worksites
	☐ None of the above, please complete question 11.2 below
_	
	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
violen	ce?
⊠ Yes	s (select all applicable answers)
	⊠ Policy
	⊠ Strategy
□ No	(you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements
	☐ Not aware of the need

12.







	☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) □ Employee assistance program (including access to a psychologist, chaplain or counsellor) □ Training of key personnel □ A domestic violence clause is in an enterprise agreement or workplace agreement □ Workplace safety planning □ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) □ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) □ Access to unpaid leave □ Confidentiality of matters disclosed □ Referral of employees to appropriate domestic violence support services for expert advice □ Protection from any adverse action or discrimination based on the disclosure of domestic violence □ Flexible working arrangements □ Provision of financial support (e.g. advance bonus payment or advanced pay) □ Offer change of office location □ Emergency accommodation assistance □ Access to medical services (e.g. doctor or nurse) □ Other (provide details): □ No (you may specify why no other support mechanisms are in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a ware of the need □ Not a priority □ Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work
	compressed working weeks
	• time-in-lieu
	• telecommuting
	 part-time work job sharing
	• carer's leave
	purchased leave
	• unpaid leave.
	Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
	Yes, the option/s in place are available to both women and men.
	No, some/all options are not available to both women AND men.

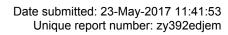
- 14.1 Which options from the list below are available? Please tick the related checkboxes.
 - Unticked checkboxes mean this option is NOT available to your employees.





Managers Non-managers Formal Informal Formal Informal Flexible hours of work □ □ □ □ Compressed working weeks □ □ □ □ Time-in-lieu □ □ □ □ Telecommuting □ □ □ □ Part-time work □ □ □ □	The second secon		
Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting			
Compressed working weeks Time-in-lieu Telecommuting			
Time-in-lieu □ □ □ □ Telecommuting □ □ □ □	ork	ours of work	Flexible
Telecommuting	ng weeks	sed working we	Compre
		eu	Time-in-
Part-time work		muting	Telecon
Tart time work		work	Part-tim
Job sharing		ng	Job sha
Carer's leave		eave	Carer's
Purchased leave		d leave	Purchas
Unpaid leave		ave	Unpaid

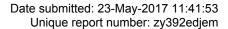
	14.3	You may specify why any of the above options are NOT available to your employees.
		 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
	14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:
		ANZ has rolled out 'All roles flex'. This is an initiative to mainstream flexible working and allow anyone to work flexibly, for any reason. We have also committed to a target of flexible working policies in place for a minimum of 90% of ANZ geographies by 2018.
Gon	dor	oquality indicator 5: Consultation with amployage on issues
		equality indicator 5: Consultation with employees on issues ing gender equality in the workplace
		quality indicator seeks information on what consultation occurs between employers and employees on issues nder equality in the workplace.
15.	Have y	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Yes	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): Networking forums and events.
	15.2	Who did you consult?







 Yes (select all applicable answers)			 Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? Yes (select all applicable answers)		15.3	
The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? Yes (select all applicable answers)			
participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention? Yes (select all applicable answers)	Gei	nder	equality indicator 6: Sex-based harassment and discrimination
Yes (select all applicable answers)	partic	ipation.	Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy
Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details): 16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? Yes No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details): 17. Do you provide training for all managers on sex-based harassment and discrimination prevention? Yes - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): No (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority	16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
No (you may specify why no formal policy or formal strategy is in place)		⊠ Ye	□ Policy
policy and/or formal strategy? Yes No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details): To you provide training for all managers on sex-based harassment and discrimination prevention? Yes - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): No (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority		□No	(you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority
No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details): Yes - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): No (you may specify why his training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority		16.1	
 ✓ Yes - please indicate how often this training is provided: ✓ At induction ✓ At least annually ─ Every one-to-two years ─ Every three years or more ─ Varies across business units ─ Other (provide details): ✓ No (you may specify why this training is not provided) ─ Currently under development, please enter date this is due to be completed ─ Insufficient resources/expertise ─ Not a priority 			 No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): No (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority	17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
			 At induction At least annually □ Every one-to-two years □ Every three years or more □ Varies across business units □ Other (provide details): (you may specify why this training is not provided) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority







17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

In FY16, our overall Women in Management % increased from 40.4% in FY15 to 41.5% as at the end of FY16. Our progress has come from sustained focus on our recruitment activities, employee training and development programs, supported by expansion of our flexible working policies.





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 55.1% females and 44.9% males.

Promotions

- 2. 50.7% of employees awarded promotions were women and 49.3% were men
 - i. 33.5% of all manager promotions were awarded to women
 - ii. 51.8% of all non-manager promotions were awarded to women.
- 3. 21.1% of your workforce was part-time and 11.2% of promotions were awarded to part-time employees.

Resignations

- 4. 57.5% of employees who resigned were women and 42.5% were men
 - i. 33.0% of all managers who resigned were women
 - ii. 58.7% of all non-managers who resigned were women.
- 5. 21.1% of your workforce was part-time and 27.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.7% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.6% of all men who utilised parental leave ceased employment before returning to work
- 50.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. 66.7% of all non-managers who utilised parental leave and ceased employment before returning to work were

Notification and access	
List of employee organisations:	
CEO sign off confirmation	
Name of CEO or equivalent: Shayne Elliott	Confirmation CEO has signed the report:
CEO signature:	Date: