



Employee Indemnity Policy Summary

ANZ's Constitution (Rule 11.1) permits it to indemnify its employees against liabilities (so far as may be permitted under applicable law) incurred in the execution and discharge of their duties. It is ANZ's policy that its employees should be protected from any liability they incur as a result of acting in the course of their employment, subject to appropriate conditions.

Under the policy, ANZ will indemnify employees and former employees against any liability they incur to any third party as a result of acting in the course of their employment with ANZ or any other company at a time when that company was a subsidiary of ANZ (collectively, **ANZ Group**). The indemnity also extends to liability incurred by the individual as a result of their appointment or nomination by or at the request of the ANZ Group as an officer or employee of another corporation or body or as a trustee.

The indemnity is subject to applicable law and in addition will not apply to liability arising from:

- serious misconduct, gross negligence, or lack of good faith;
- illegal, dishonest or fraudulent conduct; or
- material non-compliance with ANZ Group policies, processes or discretions.