



Fit and Proper Policy Summary

Why does ANZ have this policy?

ANZ has an effective and robust framework in place to ensure that individuals appointed to relevant senior positions within the APRA regulated entities of the ANZ Group ('Responsible Persons') 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 (CPS 520/SPS 520).

How does this policy apply?

For Australia and New Zealand Banking Group Limited (ANZBGL), the following individuals are 'Responsible Persons' and therefore covered by the Policy:

- Directors of ANZ;
- "Senior Managers" of ANZ, namely:
 - Members of ANZ's Group Executive Committee (including the Chief Executive Officer);
 - Group General Counsel;
 - Deputy Chief Financial Officer;
 - Group General Manager Internal Audit;
 - Group General Manager Communications and Public Affairs;
 - Group General Manager Strategy;
 - Customer Fairness Advisor;
 - Managing Director Markets; and
 - ANZ's Group Treasurer.
- Lead partner of ANZ's external auditor who is responsible for signing the audit report prepared under APS 310 Audit & Related Matters.

Key obligations

The fitness and propriety of each Responsible Person is assessed on appointment and thereafter on an annual basis.

The following documentation (to the extent available) is sought for each ANZBGL Responsible Person in connection with the fit and proper assessment that is carried out in relation to their initial appointment:

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

In addition, the person being assessed must provide a detailed attestation (on appointment and annually) as to their fitness and propriety in the form required by ANZBGL.

Last review: September 2019