



Fit and Proper Policy Summary

Why does ANZ have this policy?

ANZ's Fit and Proper Policy addresses the requirements of APRA's Fit and Proper Prudential Standards (CPS 520/SPS 520).

The core objective of the APRA Standards and of the Fit and Proper Policy is strong governance, the aim being to ensure people in positions of responsibility are fit and proper – possessing appropriate skills, experience and knowledge, acting with honesty and integrity in their management and oversight roles, and thereby providing fair customer outcomes, supporting and enhancing the integrity of the markets within which ANZ operates, and seeking to avoid conflicts of interest.

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;
 - 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: December 2020