



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 Management Board;
 - Group General Counsel;
 - Deputy Chief Financial Officer;
 - Managing Director Global Markets;
 - Group General Manager Corporate Affairs;
 - Group General Manager Corporate Communications;
 - Group Treasurer;
 - Group General Manager Internal Audit;
 - Managing Director Global Insurance;
 - Chief Investment Officer Global Wealth and Private Banking; and
 - Chief Actuary Wealth Australia.
- 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: June 2013

Reviewed annually by: Company Secretary