



## **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 the their duties. It is ANZ's policy that its employees should not incur any liability to any third party as a result of acting in the course of their employment, subject to appropriate conditions.

Under the policy, ANZ will indemnify employees against any liability they incur in carrying out their role. The indemnity protects employees and former employees who incur a liability when acting as an employee, trustee or officer of ANZ, another corporation or other body at the request of ANZ or a related body corporate.

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 the Company's policies, processes or discretions.