

# SLAVERY AND HUMAN TRAFFICKING STATEMENT

## BACKGROUND

This statement sets out the steps that ANZ Group has taken in relation to our responsibilities under [Section 54, Part 6 of the Modern Slavery Act 2015](#) to mitigate the risk of slavery, servitude and forced or compulsory labour and human trafficking, within our businesses or our supply chain in the financial year ending 30 September 2016.

## ABOUT ANZ

ANZ Group provides banking and financial products and services to individual and business customers. Australia and New Zealand Banking Group Limited (ANZ) is listed on the Australian and New Zealand stock exchanges and holds 11 board meetings per year.

We operate in 34 markets internationally, including the United Kingdom. Our business is structured across three divisions: Australia, New Zealand and Institutional. We employ over 50,000 employees worldwide with approximately 300 in the United Kingdom.

ANZ is a signatory to the [UN Global Compact](#), which encourages businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. Two of the principles specifically relate to slavery and human trafficking: Principle 4 - the elimination of all forms of forced and compulsory labour and Principle 5 - the effective abolition of child labour.

## OUR BUSINESS

Our values of Integrity, Collaboration, Accountability, Respect and Excellence guide our interactions with all our stakeholders, including our employees. We have in place a number of policies and procedures to protect the human rights of staff and contractors, including providing protection against human trafficking and slavery.

In 2016, we reviewed and updated our human rights standards, [Respecting People and Communities: ANZ's Approach to Human Rights](#). These standards reflect our ethics and values, providing guidance on the way we treat our employees, work with our customers, suppliers and other business partners and contribute to the communities in which we operate. The Standards apply in all markets in which we operate.

## SUPPLY CHAIN

We procure goods and services in the 34 markets in which we operate with key areas of spend including technology, property and people-related services each of which may have potential exposure to slavery impacts.

ANZ Group has a central Procurement Policy which in addition to commercial considerations, also includes other key focus areas including the mitigation of risk, compliance with regulatory requirements and guidelines as well as acting and being seen to be acting, fairly, ethically and responsibly.

ANZ Group takes a number of steps to address the risks of slavery and human trafficking within our supply chain.

## SUPPLIER CODE OF PRACTICE

ANZ Group's [Supplier Code of Practice \(SCOP\)](#) outlines our minimum requirements for suppliers in relation to governance and general compliance, workplace relations, occupational health and safety, ethical business practices and environmental management. It includes a number of commitments in relation to human rights, including that the supplier will not tolerate forced or child labour and will compensate employees in compliance with wage laws. During the 2015-2016 financial year, ANZ reviewed the SCOP with a view to enhancing its slavery and human trafficking protections. The SCOP aligns with ANZ's [Code of Conduct and Ethics](#). It is also based on the [OECD Guidelines for Multinational Enterprises](#) and the UN Global Compact.

The SCOP reflects our commitment to working with our supply chain to better understand and minimise the social and environmental impact of our mutual business operations.

## THE SCOP IN PRACTICE

For major suppliers which are managed at a group level, an annual attestation to adherence to the SCOP is sought. In addition, ANZ has committed to also seeking these attestations from suppliers considered to be at high risk of impacting human rights, with specific focus on suppliers located in those countries where ANZ believes there is potentially a greater level of risk.

Within Procurement, we monitor the supplier base for potential risks. We are formalising this approach against a framework of risk themes, including slavery and human trafficking.

## TRAINING

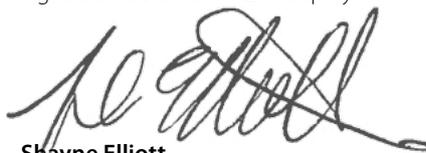
During the 2015-2016 financial year, training was developed and rolled out to Group Procurement staff to raise awareness on what modern slavery looks like, its impact on individuals, companies and society, the background to the Act, what ANZ is doing in response to the Act, how this will impact our supply chain and what staff can do to minimise the potential risks.

## WHISTLEBLOWER SCHEME

ANZ has a Whistleblower Protection Policy which promotes honest and ethical behaviour by providing a framework for the escalation of reportable conduct. This policy applies to employees and contractors of ANZ, including third party vendors and service providers. A disclosure may be made to an independent third party via ANZ's external whistleblower reporting service which is managed by Deloitte.

This statement will be reviewed and updated annually.

Signed on behalf of ANZ Group by:



**Shayne Elliott**  
Chief Executive Officer, ANZ

Dated 14 December 2016