

# STATE OF PLAY @ ANZ

In 2019 the FSU ran our first pay transparency campaign in the lead up to International Women's Day 2019. **We wrote to ANZ** providing evidence that links greater levels of pay transparency to lower gender pay gaps and asking them to commit to removing pay confidentiality clauses from employment contracts.

ANZ confirmed in their response that they are the only big four bank who have made it clear to their workforce that they do not have pay confidentiality clauses. ANZ said:

"I am pleased to advise that at ANZ we do not ask our staff to keep their remuneration confidential, or include pay confidentiality clauses in our employment contracts or remuneration outcome letters."

Earlier this month ANZ CEO Shayne Elliot appeared at the House of Representatives Economics Committee along with Dr Kathryn van der Merwe (Group Executive Talent & Culture and Service Centres) where they were asked by MP Peta Murphy to confirm that ANZ does not have pay confidentiality clauses.

ANZ Group Executive Kathryn van der Merwe said in response: "Yes, that's correct. We don't have pay secrecy clauses. We do mark our contracts and our remuneration letters as 'confidential', but that's really about acknowledging that there's a lot of sensitive and private information in there."

This makes **right now** a perfect time to **Start the Discussion**.