

Media Release

FOR IMMEDIATE RELEASE

Deloitte the Leading Organisation for the Advancement of Women

November 19, 2008: Professional services firm Deloitte has been recognised today as Australia's Leading Organisation for the Advancement of Women (500+ employees) by the Federal Government's Equal Opportunity for Women in the Workplace Agency (EOWA).

Giam Swiegers, CEO, Deloitte Australia said: "At Deloitte we have always believed in the critical importance of recruiting and retaining talented women. We have sought an active role in the setting of new standards for women's leadership and development in corporate Australia and internationally. Our program is therefore not a one-off project but a firm wide objective which makes simple business sense.

"We are proud of the fact that the judges referred to our 'innovative approach'. At Deloitte we encourage innovation in everything we do.

"We are truly delighted to win this award as it recognises our aim is to celebrate differences in our people at all times and empower them to challenge, change and improve the way we work. Our program is not about experimenting with the latest fad but is about sustained performance.

"At the same time I know we still have a long way to go before we achieve our goals - which importantly include having more women in senior leadership roles."

Over the past eight years Deloitte has implemented various successful programs and initiatives to recognise and advance talented women in the organisation. Our flagship program, The Inspiring Women Initiative was launched in 2004.

This program is not about increasing the number of women that are recruited but is a planned program that focuses on supporting and developing women across the entire span of their career, responding to the real issues they face in building a successful business career.

Margaret Dreyer, the Lead Partner for Deloitte Australia's Inspiring Women program and a Deloitte Australia board member said: "Inspiring Women has developed many of our talented women across the firm. It has encouraged them to have confidence in their abilities knowing that there is both support and opportunities to help them succeed in building their leadership careers within Deloitte.

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“We have achieved some key successes including a higher percentage of female partners and directors as well as a significant increase in women returning to Deloitte after maternity leave.”

Margaret Dreyer added: “Inspiring Women is about Deloitte Australia’s sustained commitment to equal opportunity for women, with improved outcomes over the medium to long-term a key focus.”

Some key achievements of the Inspiring Women program are listed below:

- The total number of women partners at Deloitte has increased from 28 partners in 2004 to 73 partners in 2008.
- The number of Women Lead Client Service Partners has increased from 3 in 2004 to 13 in 2008
- The percentage of women promotions to total promotions (excluding partnerships) has increased from 47% in 2004 to 49% in 2008. This represents 217 women promotions in 2008 as compared to 127 women promotions in 2004
- The percentage of women returning to work from maternity leave has increased from 78% in 2004 to 97% in 2008.

NB: See our media releases and research at www.deloitte.com.au

For further information:

Giam Swiegers
CEO Deloitte
Tel: 02 9322 7635
gswiegers@deloitte.com.au

Vessa Playfair
Head of Corporate Affairs & Communications
Mobile: 0419 26 7676
Tel: 02 9322 7576
vplayfair@deloitte.com.au

Margaret Dreyer
Partner Deloitte
Tel: 02 9322 5115
mdreyer@deloitte.com.au

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