

Bristol Myers Squibb Australia has been named on the 2023 Australia's Best Workplaces™ for Women List

Thursday 9 Nov 2023. Bristol-Myers Squibb Australia/New Zealand (BMSA) has been named on the **Great Places to Work Best Workplaces for Women List 2023 for the second year in a row.**

This honor recognises Australian corporations where women have significant influence and impact to make the decisions that affect their company's future and its bottom line. Companies were shortlisted using rigorous analytics and confidential employee feedback.

“The Best Workplaces for Women list is based on data representative of over 40,000 employee voices from women in Great Place to Work® Certified™ organisations across Australia,” said Mr. Roland Wee, Managing Director of Great Place To Work Australia.

“At BMS we understand that every individual is unique. We value the individuality of all our colleagues and realise that we need all voices present to ensure our vision of transforming patients' lives,” said Lisa Johnston, Bristol Myers Squibb Australia/New Zealand Human Resources Director.

BMSA has prioritised gender equity efforts as a key inclusion and diversity strategy, including female representation and advancement, to ensure the company is well positioned to meet current and future business needs. The company cultivates and supports female employees and executives through a dedicated People and Resource Group namely B-NOW (Bristol Myers Squibb Network of Women).

As of November 2023, female employees represent 73% of the BMSA workforce and 60% of the local leadership team. Women are supported through development, coaching, mentoring and sponsorship programs to help accelerate their career progression. BMSA, however, provides gender equitable development for everyone across the local business.

BMSA recognised that gender neutral policies such as paid parental leave and miscarriage leave for each parent are important as they provide all genders, and families of all structures, with support and real choice. This is a key reason for some policy updates which aim to remove barriers for shared care between parents.

Supporting families through hard times

BMSA is committed to supporting its employees when they or their partner have experienced a miscarriage. To that end, gender inclusive miscarriage leave provides

employees with paid time off to care for themselves or their partner during a deeply personal and challenging time.

Addressing the superannuation divide

BMSA acknowledges the 42% gender gap in retirement savings for Australian women. To address this issue, we now offer paid super contributions to parents during parental leave, which was previously missed by mothers in the workforce. Our policy changes demonstrate our commitment to supporting Australian women.

Lauree Price, a BMSA employee from Queensland discusses how our parental leave policy contributed to positive parenting experience.

“The BMSA parental leave policy enabled myself and my family to bring new life into the world without facing financial stress and ensuring confidence that my position would be available when I am ready to return.

I am so grateful to have access to this fantastic policy. Having additional support means everything to our family. It means that my husband can spend a little more time at home with the newborn and our 2-year-old daughter without rushing back to work. Plus, we can all enjoy the newborn bubble without the stress of worrying how we can pay the bills, especially with the rising cost of living!”

-ENDS

About Bristol Myers Squibb

Bristol Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. For more information about Bristol Myers Squibb, visit us at [BMS.com](https://www.bms.com) or follow us on [LinkedIn](#), [Twitter](#), [YouTube](#), [Facebook](#) and [Instagram](#).

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