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Lilly unleashes the power of generational diversity

The Generation Diversity, Inclusion and Equity Group at Eli Lilly Australia & New Zealand (Lilly ANZ) aims to embrace and celebrate generational diversity to ensure employees from all generations feel their experiences, perspectives and ideas are valued. The employee resource group, sponsored by Martin Hayes, Lilly ANZ Sales Director was established in 2020 in recognition that today's business environment includes up to five generations working side by side.

"Lilly has employees from many generations and our goal is to ensure they all feel included, valued and have equal opportunities available for them" said Martin Hayes,

"In addition, we make medicines and make life better for people of all ages. We work with customers from all ages. So, it's very important that our employees reflect and are representative of our customers and patients," he added.

The group, which has over 20 members has already made headway in their objectives for the year, which includes creating awareness and education of generational diversity and its significance. They recently invited The Hon. Dr Kay Patterson AO, Age Discrimination Commissioner to speak to their employees about ageism, why generational diversity is important and how to create a generationally inclusive work environment.

"It's terrific to see Eli Lilly's commitment to generational diversity. We need to recognise and address ageism and age biases and respect the capabilities, skills and contributions of all employees and colleagues across age groups. It's good to see an organisation realising this value," said Dr Kay Patterson.

Another objective of the group is to improve generational representation in projects and when making company decisions. Already, this is in action on several projects including their ongoing work on flexible working.

"Flexibility can mean something different to employees from different ages and at different stages of their lives. When we make decisions about how we support flexible and hybrid working, we are taking all these perspectives and employee needs into account" said, Martin Hayes.

Lilly is also working on a cross-generational mentoring program- and believes that these mentoring relationships and discussions will help recognise skill gaps and opportunities to learn on both sides of the mentoring relationship.

"By allowing for cross-generational mentoring, we are aiming to reduce age-related bias. It creates another opportunity for employees to actively listen to someone from a different generation and hear their perspectives, ideas and learn from their experience" added Martin Hayes.

**Media enquiries**

Dee Gunasekara | 0466 522 076 | Gunasekara_dee_kumari@lilly.com

Lisa Julian | 0408 498 289 | julian_lisa@lilly.com

About Lilly

Lilly is a global healthcare leader that unites caring with discovery to make life better for people around the world. Across the globe, Lilly employees work to discover and bring life-changing medicines to those who need them, improve the understanding and management of disease, and give back to communities through philanthropy and volunteering. Since its founding, Lilly has pioneered major breakthroughs like insulin and the polio vaccine and has worked to make sure these discoveries reach the people around the world who need them most. For more information, visit: www.lilly.com.au

Eli Lilly Australia Pty Limited 112 Wharf Rd, West Ryde NSW 2114, Australia. ABN 39 000233 922.

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