



MEDIA RELEASE

6 September 2011

CSL opens \$4.8m workplace childcare centre

CSL Limited and the Early Childhood Management Services (ECMS) today proudly opened the Thinking Kids Children's Centre, an early childhood education and care centre at CSL's Parkville site in Victoria.

The purpose-built, architecturally designed centre represents a \$4.8m investment by CSL and will offer 114 places for children aged up to six years. CSL employees will receive priority access with places also available to the wider community.

Managed by ECMS, a recognised leader in early childhood education and care with 15 years experience and over 50 services throughout Melbourne, the Centre will nurture growing young minds while empowering families to be involved in their children's learning.

For Dr Brian McNamee, Chief Executive Officer and Managing Director of CSL Limited, the Thinking Kids Children's Centre represents a serious investment in the future of CSL.

"The decision to provide a work-based childcare service will assist us to attract and retain talented employees and to foster a positive and inclusive workplace," explains Dr McNamee.

The concept of a work-based childcare service was initiated five years ago when CSL identified a need amongst their 1,800 local employees to support them to return to work after having a child. A 2006 survey of staff found that 63 per cent of the 107 employees who had taken maternity leave in the previous five years were no longer with CSL. This was a concerning trend for CSL because females makes up a significant proportion of employees, professional staff and future talent.

"Talent is always in limited supply and CSL cannot afford to lose well-educated and trained employees who want to work but whose choice is impacted by a lack of childcare," stated Dr McNamee.

"With a significant number of our employees not coming back to work after maternity leave and growing evidence about the benefits of workplace childcare, we had good reason to provide a childcare service for our employees, which may enable them to return to work."

"Building the Thinking Kids Children's Centre made good business sense, but it also demonstrates that CSL lives and breathes our commitment to diversity and equal opportunity. We believe the Centre will provide social and financial benefits for our business, employees and community."

The Thinking Kids Children's Centre builds upon CSL's existing workplace diversity policies including:

- Fifty-two weeks of parental leave with the ability to extend this by an additional 52 weeks.
- Twelve weeks paid maternity leave.
- Flexible working conditions such as part-time work, job sharing and the ability to work from home.
- Lactation breaks for mothers who are breastfeeding as well as facilities for women to express and store milk at work.



Media inquiries:

Sharon McHale
Senior Director, Public Affairs
CSL Ltd
0409 978 314

Background Information:

About ECMS:

ECMS is a not-for-profit community enterprise providing early childhood education and care to approximately 5000 children, their parents and families in varied and diverse communities across Melbourne. With over 15 years experience in the early childhood sector, ECMS operates over 50 community-based kindergartens, long day care centres and a family day care scheme, providing quality care and education to children aged 0-6 years.

www.ecms.org.au

About CSL:

CSL Limited is a global, specialty biopharmaceutical company that researches, develops, manufactures and markets products to treat and prevent serious human medical conditions.

www.csl.com.au