

Survey participants

The following organisations submitted data to the Remuneration by position section.

Consumer goods

Alexion Pharmaceuticals
 Amgen Australia
 Avon Products
 British American Tobacco Australia
 Cadbury
 Campbell Arnott's
 Coca-Cola South Pacific
 Constellation Wines Australia
 Covance
 CSL
 Diageo Australia
 GlaxoSmithKline Holdings
 HJ Heinz Co Australia
 Hospira Australia
 Kraft Foods
 Lion Nathan
 Mars Australia
 Mary Kay Cosmetics
 Merck Sharp & Dohme (Australia)
 Millipore Australia
 Newell Australia
 Philip Morris
 Reckitt Benckiser (Australia)
 S C Johnson
 Sara Lee Australia
 Tarac Technologies
 The Wrigley Company
 Tupperware Australia
 UCB Australia
 Unilever
 Wyeth Consumer Healthcare

Durable

Abbott Australasia
 BIC Australia
 Cochlear
 Ford of Australia
 Gold Fields Australasia
 Rheem Australia
 SPX Australia
 Tyco Healthcare (Covidien)

Energy

Origin Energy
 TransAlta Corporation
 Woodside Energy

Finance/Banking

Commonwealth Bank of Australia
 Ford of Australia - Ford Credit
 Genworth Financial
 National Australia Bank

Hi-tech

Cisco Systems Australia
 Electronic Arts
 Farnell Electronic Components
 First Data
 IBM Australia
 Nokia Siemens Network
 Raytheon
 SingTel Australia
 Telstra Corporation
 VeriSign

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Insurance

AMP

Insurance Australia Group

QBE Insurance Group

Nondurable (excluding consumer goods)

BOC (Australia)

Boston Scientific ANZ

Henkel Australia

Retail/Wholesale trade

John Deere

Nike Australia

Woolworths

Services

IMS Health Australia

WorleyParsons

Other

Ausenco

Centro Properties Group

Colonial First State Property Management

Grosvenor Australia Asset Management

Kellogg Brown & Root

Stockland

The Walt Disney Company

Wyndham Vacation Resorts Asia Pacific

The following companies submitted to at least one component of the policy sections (Sections 3-5) of the survey.

3com South Asia	AutoDesk
AAMI	Avant Insurance
Abbott Australasia	Avon Products
Abigroup Contractors	AXA Australia
Accenture	Babcock & Brown Power
Acrux DDS	Barbeques Galore
Actelion Pharmaceuticals Australia	Barrick Gold of Australia
Agilent Technologies	BASF Australia
Aker Solutions Australia	Bateman Engineering
Alcatel-Lucent	Boulderstone
Alcon Australia	Baxter Healthcare
Allans Music	BearingPoint
Allergan Australia	Bechtel Australia
Alphapharm	Becton Dickinson
Ancor	Biogen Idec Australia
AMD Far East	Biota Holdings
AMP	Black & Decker (Aust)
Analog Devices Australia	BMC Software Asia Pacific
Angus & Robertson	BOC (Australia)
Ansaldo STS Australia	Boehringer Ingelheim
Apple Computer Australia	Bridgestone Australia
Armidale City Council	Brisbane City Council
ASB Group Investments	Bristol Myers Squibb Australia
ASC	Britax Childcare
Asgard Wealth Solutions	British American Tobacco Australia
Aspen Pharmacare Australia	Broadcast Australia
AstraZeneca	Brookfield Multiplex
ASX	CA
AT&T	Cadbury
Atlas Copco Australia	Calliden Group
Aurora Energy	Campbells Arnott's
Ausenco	Cape Australia Holdings
Aust Securities & Investments Commission	Cardinal Health Oral Technologies
Australian Automotive Air	Caterpillar of Australia
Austrian Energy & Environment	CEC Group

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CH2M HILL Australia
Chamber of Commerce and Industry
Churches of Christ Homes & Comm Services
Cisco Systems Australia
City of Playford
City West Water
Civil Aviation Safety Authority
Clough Projects
Cochlear
Coles Myer
Colgate Palmolive
Colonial First State Property Management
Commonwealth Bank of Australia
Commonwealth Bank Officers Association
Convergys
Coty Australia
Covance
Credit Union Services Corp (Aust)
Cricket Australia
Cristal Global
CSL
Cytex Australia
Dalby Town Council
Dalrymple Bay Coal Terminal
Dassault
Dell
DFS Australia
Diageo Australia
DOF Subsea
Don KRC
Downer EDI Works
Downer Engineering Power
Ecolab
Edwards Lifesciences
EGO Pharmaceuticals
Electrolux Australia
Eli Lilly Australia
EMC Computer Systems (FE)
Emerson
Emerson Stewart
Enerflex Systems
Energizer Australia
Energy Australia
Ensign Laboratories
Federal Court of Australia
Ferring Pharmaceuticals
Finsia
Fluor Australia
Foster's Group
G4S
Georgiou Group
GHD Group
Gilead Sciences
GlaxoSmithKline Holdings
Gloria Jean's Gourmet Coffee
Gold Coast City Council
Golding Contractors
GRD Minproc
Griffith University
Grosvenor Australia Asset Management
Hannover Life Re Of Australasia
Hatch Associates
Hawker Pacific
Hewlett Packard
Hitachi Australia
Honeywell
Horizon Power
Hospira Australia
IBM Australia
IMB
IMS Health Australia
ING Australia
Ingenix Pharmaceutical Services
Innovia Films (Asia Pacific)

iNova Pharmaceuticals
Insurance Australia Group
Integral Energy
Intel
Invensys Software Systems
Invista
Invitrogen New Zealand Superannuation Plan
IPSEN
Itochu Australia
Janssen-Cilag
Jemena
John Holland Group
Juniper Networks
Kellogg (Australia)
Kerry Ingredients Australia
Kimberly-Clark Australia
Knight Frank Australia Holdings
Komatsu Australia
KPMG
Kraft Foods
Laing O'Rourke Australia Construction
Landcorp
Leighton Contractors
Lend Lease Management Services
Lifeplan Funds Management
Loy Yang Power
Lundbeck Australia
Luxottica Retail
Macquarie Generation
Maculrob Services
Master Foods of Australia
Mattel
McAfee
McConnell Dowell Corporation
Medtronic Australia
Memcor Australia
Mentholatum Australasia
Merck Sharp & Dohme (Australia)
Michael Hill Jeweller
Microsoft
Monadelphous Group
Monsanto Australia
Motorola
Mundipharma
Munich Holdings of Australia
Nacap Australia
National Australia Bank
National Computer Systems
National Prescribing Service
NCR
Network Appliance
New Hope Coal Australia
Nissan Motor Company Australia
Nokia
Nokia Siemens Networks
Norfolk Group Holdings
Norgine
Nortel Networks
Novartis Australasia
Nutrimetics (Australia)
Nycomed
Oliver J Nilsen (Aust)
OneSteel
Oracle
Orange Business Services (EQUANT)
Origin Energy
PacNet
Parsons Brinckerhoff (PB)
PepsiCo Australia Holdings
Perisher Blue
Pfizer
PharmaLink ANZ
Pharmaxis
Philip Morris

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Philips Electronics Australia
Pitt & Sherry
PMI Mortgage Insurance
Polycom Asia
Powerlink Queensland
Procter & Gamble Australia
Production Services Network
Protherics Australasia
Pumpkin Patch
QIC
Quintiles
Rbc Dexia Investor Services Trust
Reach Global Services
Reckitt & Colman New Zealand Pension Fund
RedHat
Reserve Bank of Australia
Rheem Australia
Roche Products
Rohm & Haas Australia
Royal Automobile Club of VIC
Rural Ambulance Victoria
S C Johnson
SA Water Corporation
Sara Lee Australia
SAS
Savings & Loans Credit Union
Scania Australia
Schering-Plough
Seagate
Sedgman
Servier Laboratories (Australia)
Seymour Whyte
Siemens
Sinclair Knight Merz
SingTel Australia
Singtel Optus
SNC-Lavalin
Solvay Pharmaceuticals
Sony Ericsson
South East Water
Southern Health Care Network
Spotless Group
Spotlight Stores
Starbucks Coffee Company (Australia)
State Trustees
Stockland
Strasburger Enterprises (Properties)
Sun Microsystems
Sussan Corporation (Aust)
Sybase
Sydney Cricket & Sports Ground Trust
Symantec
Synergy Energy
Tabcorp Holdings
Tarac Technologies
Tatts Group
Tellabs Asia Pacific
Tenix Alliance
The Brackenbury Group
The Cancer Council Queensland
The George Institute for International Health
The Salvation Army Vic
The Smith's Snackfood Company
The Walt Disney Company
The Wrigley Company
Thiess
Thomson Broadband R&D
Thorn Australia
Tonkin & Taylor Environment
& Engineering Consultants
Toshiba (Australia)
Tower Australia
Toyota Finance Australia

Transfield
Trend Micro Asia
Tyco Healthcare (Covidien)
Unisys
United Group
United Parcel Service
Universal Biosensors
University of South Australia
University of the Sunshine Coast
University of Western Sydney
Valeant Pharmaceuticals
Varian Australia
Verizon Business
VIC Workcover Authority
VicUrban
Viscount Plastics (Vic)
Vision Australia
Vodafone Australia
WD-40 Company (Australia)
Woodside Energy
Woolworths
WorleyParsons
Worsley Alumina
Wyeth Consumer Healthcare
Yum Restaurants Australia
Superannuation Fund