

Corporate Responsibility 2018 – 2020 Targets

Future Goal	Actions and Measures				
<p>1. Lend and procure responsibly</p>	<p>Continued application of the ESG lending commitments to all business lending and completion of ESG Tool for lending above \$30m</p> <p>>ESG e-learning completion rates</p>	<p>All relevant leaders trained in responsible procurement fundamentals by FY18</p> <p>>Completion of e-learning rates</p>	<p>Ensure all suppliers are issued with the supplier code of conduct and implement a control test for compliance by end FY18.</p> <p>>% of suppliers issued code of conduct</p>	<p>Support Indigenous suppliers by increasing the number of introductions between indigenous businesses and business leaders in FY19</p> <p>>Number of introductions</p>	
<p>2. Play our role in limiting climate change to well below 2 degrees</p>	<p>Reduce Scope 1 and 2 carbon emissions;</p> <p>>FY20 Target of 2.89t CO2 per full time employee, per year</p>	<p>Take part in group scenario planning analysis to better understand impact of climate change and appropriate mitigation strategies as relevant to Bankwest</p> <p>>Completion of scenario planning</p>	<p>Improve the NABERS rating for Bankwest Place</p> <p>>Rating of >/= 4</p>	<p>Improve the environmental performance of our store network</p> <p>>10 solar power stores by end FY18 >5 stores with a 5* green star rating by end FY18</p>	<p>Build employee awareness of the financial impacts of climate change</p> <p>>Delivery of Senior Leadership Group education session in FY18</p>
<p>3. Create and champion equality and inclusion for our people</p>	<p>Create and champion equality and inclusion for our people</p> <p>>Women in leadership roles (L4+): 40% by FY20 >Maintain our Employer of Choice for Gender Equity citation >Gender pay ratio, achieve gender pay parity by FY20</p> <p>>Retain top ten ranking: AWEI. >Match the cultural diversity of our senior leaders to the cultural diversity of the Australian population by 2020 >85% of flexible working requests approved</p>				
<p>4. Demonstrate our commitment to reconciliation</p>	<p>Deliver on our commitments in the Group RAP and build the cultural capability, knowledge and awareness of our people.</p> <p>> colleague capability self-assessment against agreed learning objectives ># colleagues completing awareness training ># colleagues taken part in voluntary experiential activities > reconciliation awareness and engagement across the organisation over time (Your Voice Survey)</p>				
<p>5. Make a positive difference to local communities</p>	<p>Develop capability through our WA community scholarships & grants programs</p> <p>># scholarships & grants offered and completed >Participant self assessment against agreed learning objectives</p>	<p>Support local charities through our colleague volunteering & mentoring program</p> <p>># volunteering hours >Total converted \$ value of our volunteering efforts</p>	<p>Support WA communities in low socio-economic areas through the donation of pre-loved technology</p> <p>># items donated</p>	<p>Support the delivery of impactful community programs & initiatives through sustainable charity partnerships</p> <p>>Delivery of agreed partnership objectives</p>	
<p>6. Champion the social and economic growth of WA</p>	<p>BCEC research partnership</p> <p>>Delivery of agreed research objectives >Recognised advocate for public policy change and/or action >Recognised WA social economic expert</p>	<p>Support the growth and financial well being of small businesses</p> <p>>Develop small business growth program and launch in H2 FY18</p>	<p>Continue to provide meaningful economic insights and analysis that support our stakeholders</p> <p>>Connect event NPS advocacy scores ># economic insight reports ># economic Insights podcasts plays</p>	<p>Champion fair outcomes for all customers, particularly those who are vulnerable or disadvantaged, through Customer Advocacy</p> <p>>Continued training for our people >% of vulnerable customers returned to financial well-being</p>	