

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS

#### ANZ

**ANZ53QON: CHAIR:** I look forward to getting that data. On the royal commission, and the issue of culture, we've seen particularly QBE and AMP—some issues we've had. The organised capital of representative bodies of industry super funds calling for non-disclosure agreements relating to sexual harassment and other matters. How many non-disclosure agreements does ANZ have at the moment?

**Mr Elliott:** I'm not aware that we have any, but I would need to go and—I'm happy to take that offline. I'm not aware of any. It's not a normal process for us. There will be non-disclosure agreements we have around commercial issues, but in terms of staff conduct, I'm happy to come back and provide the detail.

**Answer:** ANZ does not generally enter into separate non-disclosure agreements in relation to conduct matters.

From time to time, ANZ enters into deeds of release with employees or former employees. These usually require the employee not to disparage ANZ or its current or former employees, officers or agents.

These deeds also require that the person signing them not disclose the contents of, or the negotiations relating to, the deed. These provisions do not, however, prevent the person disclosing the conduct that is covered by the deed.

Since 1 October 2017, ANZ has entered into approximately 29 such deeds in Australia with employees who were either complainants or respondents in conduct matters.