

How many employees were investigated by suspected breach of code of conduct last year? Please provide your answer broken down by job classification grade. How many of these employees are no longer employed by the bank? Please provide a job classification breakdown in your answer.

Commonwealth Bank's group wide code of conduct is called the *Statement of Professional Practice (SOPP)*.

The SOPP sets out our expectations of employees with respect to their workplace conduct across a range of areas, consistent with Commonwealth Bank's values. The SOPP requires employees to be honest in all their professional activities, to avoid conflicts of interest, to use technology and communication facilities appropriately, not to engage in discrimination, bullying and harassment, and to maintain confidentiality.

A breach of the SOPP constitutes misconduct.

Suspected breaches of the SOPP may be identified in a variety of ways, including by line management, reported by employees to their manager, by Human Resources or by Group Security. Where appropriate, a suspected breach of the SOPP will be formally investigated, typically by Commonwealth Bank's Group Security or Workplace Relations teams, or a third party.

The table below provides a breakdown of the approximate number of formal investigations into suspected breaches of the SOPP during the period 1 October 2015 to 30 September 2016, by job classification. The outcomes of these investigations range from findings of serious breaches, where allegations are substantiated and disciplinary action is taken (including dismissal), to matters where allegations were not substantiated or were disproven. These figures do not include matters dealt with and addressed by line management, which typically involve lower level conduct issues.

Classification (role level)	Number of investigations into suspected breaches of SOPP
Executive Manager and above	59
Manager	421
Team Leader or Team Member	905
Other	36
Total	1,421

Note: The above table contains approximate figures which refer to the number of investigations, not number of employees investigated.

Of employees investigated for suspected breaches of the SOPP during the period identified above approximately 454 are no longer employed by Commonwealth Bank. The table below provides a breakdown of these employees, by job classification. It should not be concluded that these employees were dismissed as a result of investigations.

Classification (role level)	No longer employed by the Group
Executive Manager or above	16
Manager	124
Team Leader or Team Member	314
Other	0
Total	454

The figures in the tables above are approximate as they are extracted from various Group systems and have been aggregated for the purposes of this response.