

HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

REVIEW OF THE FOUR MAJOR BANKS

Bendigo and Adelaide Bank

BAB19QW: Terminations for misconduct:

Answers: (a) How many employees does the bank have?

7062

(b) How do you define employee misconduct?

When the employee is aware of what is required from them in their role, however they deliberately demonstrate behaviour or conduct that is not in line with our Corporate Values and the Code of Conduct.

(c) How many employees have been cautioned for misconduct over the past five years?

102

(d) How many employees have had a penalty (such as, but not limited to, loss of bonus) for misconduct over the past five years?

25

(e) How many employees have been terminated for misconduct over the past five years?

117

(f) How many employees have been cautioned for misconduct over the past five years, as a share of all employees over that timeframe?

1.43%

(g) How many employees have had a penalty (such as, but not limited to, loss of bonus) for misconduct over the past five years, as a share of all employees over that timeframe?

0.35%

(h) How many employees have been terminated for misconduct over the past five years, as a share of all employees over that timeframe?

1.65%

(i) What are the processes available for whistle-blowers into misconduct within the bank?

The Bank currently has a detailed Whistleblower Policy in place whereby Whistleblowers are able to lodge complaints via a number of methods (online, email, phone or post).

The Policy is readily available to those relevant parties both internal and external to the Bank.

The Whistleblower can choose to either provide their personal details or remain anonymous.

The Policy provides information to the Whistleblower regarding the protections available to them under the relevant legislation.