

## HOUSE OF REPRESENTATIVES STANDING COMMITTEE ON ECONOMICS

### REVIEW OF THE FOUR MAJOR BANKS AND OTHER FINANCIAL INSTITUTIONS SUPERANNUATION SECTOR - RESPONSES TO QUESTIONS ON NOTICE

**BT – Westpac**

**BT153QON**

**CHAIR:** ... I asked a question about non-disclosure agreements, and your response has not actually provided the information and has said, 'We're not going to be doing them into the future'. The question I have and I'd like an answer to is: how many non-disclosure agreements have there been in your section of the business—I'm quite happy with that—in relation to human resource issues and sexual harassment issues over the past decade and not going forward? Are you happy to provide that to the committee on notice?

**Ms Howes:** Let's take that on notice.

#### **Response**

We have had central reporting system for employee case matters since 2016. Prior to 2016 all areas of the business manually tracked employee cases. Going back prior to this date is difficult given:

- The deeds are archived and would need to be recalled and manually reviewed
- The deeds do not state the business unit so each deed would then need to be cross referenced to historical employee records to determine the business unit

We have however searched our database over the period 2016 to the current date and have identified that there was one HR (not sexual harassment) matter settled with a non-disclosure clause in May 2016 which related to a failed probation.