

What is the World's Most Ethical Companies evaluation?

The World's Most Ethical Companies (WME) evaluation is based upon the Ethisphere Institute's Ethics Quotient (EQ) Survey which offers a quantitative way to assess a company's performance in an objective, consistent and standardized manner.

The recognition honors superior achievements in transparency, integrity, ethics and compliance, and underscores an honoree's commitment to leading with integrity and prioritising ethical business practices.

Who are the World's Most Ethical Companies?

135 companies were named as the 2018 World's Most Ethical Companies, spanning 23 countries and 57 industries. The full list is available at <http://worldsmoethicalcompanies.ethisphere.com/honorees>

How long has the Bank been one World's Most Ethical Companies?

Teachers Mutual Bank Ltd has been named one of the World's Most Ethical Companies for five years in a row since 2014, and includes UniBank for three years: 2018, 2017 and 2016 and Firefighters Mutual Bank in 2018.

UniBank, Firefighters Mutual Bank, and Teachers Mutual Bank are divisions of Teachers Mutual Bank Ltd, and their recognition is based on the year they merged with TMBL.

In 2018 the bank is one of only four honorees in the Banking industry category, and the only Australian company to be recognised.

In 2018 we were 1 of 4 banks named and the only Australian company
In 2017 we were 1 of 3 banks named and the only Australian company
In 2016 we were 1 of 4 banks named and 1 of 2 Australian companies
In 2015 we were 1 of 4 banks named and 1 of 2 Australian companies
In 2014 we were 1 of 5 banks listed and 1 of 3 Australian companies



Why does Teachers Mutual Bank Ltd participate?

Our commitment is to be a world leading ethical business, and WME is one of the best methods to measure this.

We are committed to the highest standards of ethical practises, and we aim to continually improve on our ethical performance. We make sure we are accountable, and benchmark ourselves against world leading standards.

This external, independent third party review provides evidence and concrete results of our commitments and performance over time.

Participation in WME is entirely voluntary and falls under no legal requirement.

What is the process and criteria?

WME is a tough exam that gets harder every year. There are 189 questions across 5 categories:

1. Ethics and compliance program (35%)
2. Corporate citizenship and responsibility (20%)
3. Culture of ethics (20%)
4. Governance (15%)
5. Leadership, innovation and reputation (10%)

Each category is evaluated through a combination of answers to the Ethics Quotient (EQ) questionnaire, submitted supplemental documentation, and where necessary, independent research and follow up with each candidate.

The Bank submits extensive evidence; for example we provide 350 separate documents and a 50 page summary.

Every year the WME evaluation criteria are strengthened. The Ethisphere Institute states that *'Yesterday's leading practices are today's standards'*.

The evaluation is a comparative process with applicants being measured against others of similar industry, size, structure, etc. Each year the companies we are judged against continue to improve their performance.

Receiving a materially deficient score in the category of *'Leadership, Innovation and Reputation'* will prevent a company from being selected as one of the 2018 World's Most Ethical Companies. This category measures a company's legal compliance, litigation, and ethical track record, along with the strength of the company's ethical reputation in the marketplace.

About the World's Most Ethical Companies and the Ethisphere Institute¹

The Ethisphere Institute is a global leader in defining and advancing the standards of ethical business practices that fuel corporate character, marketplace trust, and business success. They have a deep expertise in measuring and defining core ethics standards using data-driven insights that help companies enhance corporate character and believe integrity and transparency impact the public trust and the bottom line of any organization.

More information at:

<https://www.worldsmoethicalcompanies.com/faqs/>

<https://www.worldsmoethicalcompanies.com/#methodology>

¹ This data is provided by the Ethisphere Institute