

Sustainability Factpac

Sustainability Strategy

	2013
Ensure our workforce is representative of the community	
Women in Leadership (%)	42
Participation of mature age workers (%)	20.5
Financial Wellbeing 40+ women (index score out of 11)	6.38
Extend length and quality of working lives	
Mean employee retirement age (years)	60.6
Wellbeing Westpac Group Average WorkAbility Index (index score out of 49)	41
Anticipate the future needs of ageing & culturally diverse customers	
Initiatives to support the financial wellbeing of ageing and culturally diverse customers (cumulative number of initiatives)	1
Provide products and services to help customers adapt to environmental challenges	
Unique service offerings launched (cumulative number of service offerings)	2
Increase lending and investment in CleanTech and environmental services	
Up to \$6bn available for lending & investment in CleanTech and environmental services across WIB, WNZL & AFS (\$bn) ¹	3.6
Reduce our environmental footprint	
Kwh of electricity per m2 in corporate and retail sites (Kwh)	198
Power usage effectiveness (PUE)	1.73
Establish and maintain carbon neutrality	Achieved carbon neutrality
Office paper (tonnes)	1,523
Recycling rates in Sydney head offices (% of waste)	62
Ensure all our customers have access to the right advice to achieve a secure retirement	
AFS customer facing employees who hold appropriate wealth accreditation in line with role requirements (%)	11
Help our customers meet their financial goals in retirement	
Westpac Group customers with Westpac Group superannuation (%)	7.4
Increase access to financial services in the Pacific	
Net Basic Banking Account customers (cumulative) ¹	147,392
Number of In-store banking facilities (cumulative)	179
Help people gain access to social and affordable housing	
Up to \$2bn available for social and affordable housing lending & investment across WIB, WNZL and AFS (\$bn) ¹	0.65

¹ Cumulative total as at 30 September 2013