

INDIGENOUS CAREERS



10 Year partnership with Careertrackers commenced

18 University Internships completed

70 trainees recruited

86% of traineeships completed

61% of graduating trainees accepted roles at NAB

FINANCIAL INCLUSION



Over **\$4million** in fair, affordable microfinance products accessed by Indigenous clients

Commenced Coordination of **Indigenous Money Mentor program** with Good Shepherd Microfinance

Financial Resilience framework released



more than money

NAB ELEVATE RAP 2016 RESULTS *Report Card*

CULTURAL UNDERSTANDING AND LEADERSHIP



87 employees completed in depth face-to-face cultural awareness training across Australia

RAP Champion groups formed within Victoria and Queensland

43 events held during National Reconciliation Week (not registered)

14 executives participated in visits to the Kimberley region and Northern Territory

BUSINESS PARTNERSHIPS



More than **\$650,000** provided in direct and indirect spend with Indigenous businesses during financial year 2016

More than **25** Indigenous business leads generated for bankers

10 Indigenous businesses introduced to NAB procurement and Tier 1 suppliers

46 Indigenous customers contacted in customer calling day

26 employees seconded to Indigenous organisations in the Kimberley WA



NINE YEARS WALKING THE TALK



Our Annual Progress Report

2016 has been another strong year and we have made significant progress across the majority of our 52 targets. We have delivered solid results over the past nine years and we continue in our aspiration to make our work with Aboriginal and Torres Strait Islander people, customers and communities part of 'business as usual'.

In FY16 we have:

- Provided over \$4 million worth of Microfinance products to Indigenous Australians
- Signed a 10 year partnership with CareerTrackers signalling our ongoing focus on indigenous employment pathways as a talent pipeline
- Spent over \$650,000 in procurement spend with 16 Supply Nation Indigenous businesses
- Partnered with Good Shepherd Microfinance (GSM) to take coordination responsibilities of our Indigenous Money Mentor (IMM) program to align our financial inclusion approach
- Released new research defining Financial Resilience in Australia with the Centre for Social Impact (CSI) measuring the ability of the Australian population to cope with a financial shock

Backing Indigenous Success

Since 2013, NAB has placed and supported over 50 Indigenous University students to successfully complete 12-week internships, part of NAB's 10 year partnership with CareerTrackers.

Nineteen-year-old Kein Blackman has been through the program twice, in 2015/16 and again in 2016/17.

"I haven't just been printing papers and running to get people coffee," he said. "I've actually been doing some work that's helped my team out, which has been exciting."

NAB's ambition is to support Indigenous tertiary students to become future leaders within the business. We're excited to ensure opportunities to attract the best and brightest, and are committed to be the employer of choice for Indigenous talent.

Kein's short-term plan is to finish his studies and land a position in NAB's graduate program. Longer term he wants to contribute to his community, the Gooreng Gooreng people of South Queensland.

"I want to give back, and be around like-minded people who want to do the same thing," he said. "A lot of time indigenous people get the rough end of the stick, but if I can smooth that stick out a bit in any way, that's what I want to do."



Nineteen year old Intern Kein Blackman through NAB's 10 year partnership with CareerTrackers

Shared Value, Benefits for all

This year we purchased offsets from a Supply Nation certified supplier: the Aboriginal Carbon Fund, demonstrating alignment with our Environmental Agenda and our Reconciliation Action Plan. The offsets, which will be banked for use in future years, are Australian Carbon Credit Units generated from the early dry burning of savannah land in Cape York.

In addition to helping meet our carbon neutral commitments, the purchase will also:

- connect indigenous youth with traditional land management practices
- support ranger employment,
- create a revenue stream for the local Kowanyama community, and
- reduce greenhouse gas emissions by reducing the severity and duration of bushfires in the region

We're taking a more sustainable approach to managing our business and continue to explore opportunities for shared value. This outcomes of this help maximise the benefits for Indigenous-led land management initiatives.