

Reporting Trilogy: Research on Sustainability Reporting in Australia



Disclosures on Human Capital Management Report Launch

Program

- 8:30 am *Welcome*
Richard Francis, Head of ACCA Australia and New Zealand
- 8:35 am *Human Capital Context & Research Methodology*
Samantha Huddle, Senior Associate Net Balance Foundation
- 8:45 am *Analysis Results*
Rebecca Allonby, Associate, Net Balance Foundation
- 9:05 am *The Workplace and Culture Story at ANZ*
Siobhan McHale, Global Head of Breakout and Cultural Transformation
- 9.20 am *Communicating ANZ's Workplace and Culture Story*
Renee Hancock, Corporate Responsibility Manager
- 9.35 am *Panel Discussions & Questions*
ANZ, ACCA & Net Balance Foundation
- 10.00 am *Closing Remarks and Thanks*
Wayne Robins, Senior Manager Sustainability, EPA Victoria
- 10:10 am *Close & networking drinks*





Human Capital Management Context & Research Methodology

Samantha Huddle
Senior Associate
Net Balance Foundation

9 January 2008

NetBalance
FOUNDATION

Human Capital Management & Sustainability

Bruntland Definition of Sustainable Development

"meets the needs of the present without compromising the ability of future generations to meet their own needs."

Human Capital Management (HCM) practises fall into two distinct sustainability spheres

1. The treatment of talent within an organisation – strategy, governance, systems, practises, organisational culture
2. How employees are engaged in the development & implementation of organisational sustainability practises

Why report on Human Capital Management performance?

- Attracting and recruiting the best talent
- Help investors make better decisions
- Increase employee morale and engagement
- Communicate human capital and sustainability practises to stakeholders (suppliers, customers, partners, NGOs)
- Reporting can be used to drive sustainability performance, management and strategy development

Challenges for HCM Practitioners

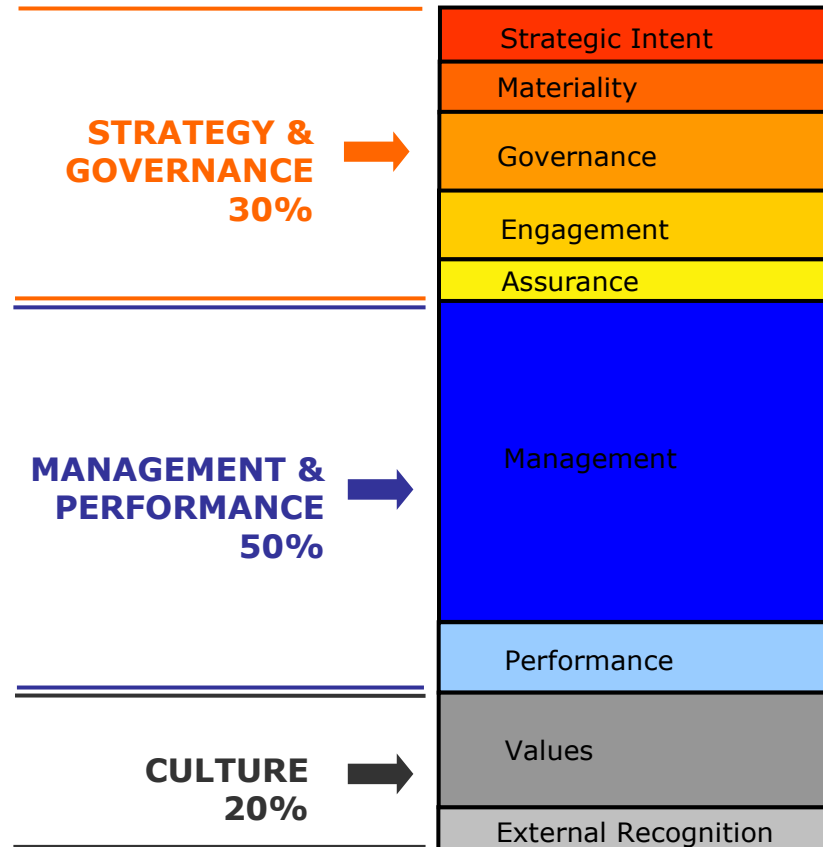
- Poor HCM significant business risk
- Skills shortage - 'War for talent'
- Highly engaged employees = more profitable businesses
- Wellbeing – work/ life balance lower levels of stress = lower absenteeism
- Changing employee expectations, Gen Y
- Challenge of developing measurable indicators to report on performance
- Organisational culture compliments, rather than competes with sustainability strategy

*Economist Intelligence Unit
"Best Practice in Risk
Management: A Function
Comes of Age", February
2007, p.2.*

*Surveys of 218 executives
around the world, found that
confidence amongst risk
managers is weakest in less
traditional areas such as
human capital and climate
change.*

*John Rawlinson, CEO Talent2
"When I started my job as a
recruiter 20 years ago, I
used to spend all my time
listening to candidates sell
themselves as the best
candidate for the job. I now
spend all my time selling the
client to the candidate."*

Research Criteria



Research Methodology

- Criteria
 - Developed by Net Balance Foundation in partnership with ACCA
 - Peer reviewed by Professor Carol Adams, La Trobe University
- Research
 - conducted between 31st July and 14th September 2007
 - assessed ASX Top-50 as at 31st July 2007
- Sources
 - ASX 50 sustainability & environment reports, non-financial information in annual reports & associated accounts (online)
 - websites
- Verification
 - 15 % of assessments were verified by a secondary researcher

Research Criteria

