

National Australia Bank

Commitment to Fair International Workforce Standards.

Increasingly major corporations acknowledge that business has a responsibility to respect and promote Fair Workforce Standards within their sphere of influence. As a socially responsible international company National Australia Bank supports the Fair Workforce Standards encapsulated in the following international benchmarks:

- the OECD Guidelines for Multi National Enterprises; and
- the UN Declaration of Human Rights.

These are widely accepted by transnational corporations as the minimum standards for the treatment of workers, regardless of the countries in which they operate.

The National's Corporate Principles state that we will treat everyone with fairness and respect. Therefore, we commit to managing our workforce in accordance with these standards.

Further, in choosing business partners and Suppliers, we require the demonstration of operating policies and procedures that support these same workforce standards.

Fundamental to the responsible management of this issue, Suppliers engaged in Offshoring as a method for delivering goods or services to the National will be required to report:

- annually against a series of key performance indicators; and
- may be required to engage in an annual audit against these standards.



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Extended Spheres of Influence (Definitions):

Off-shoring: means the National outsourcing a material part of its business activities to a Supplier in another country, or to a Supplier in Australia who in turn outsources a material part of those business activities to another country;

Outsourcing: means a company entering into an agreement with another party, including a related party, to perform a business activity that is currently, or could be, undertaken by the company itself;

Supplier: means a supplier of goods or services to the National.