

TEACHERS MUTUAL  
BANK LIMITED

# Banking for good report

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March 2025







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Teachers Mutual Bank Limited acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, water and communities. We pay respects to our Aboriginal and Torres Strait Islander cultures: their Elders past and present and extend our respects to all Aboriginal and Torres Strait Islander peoples today.

# About us

Our purpose is banking for good, for those who do good.

We are Teachers Mutual Bank Limited (the Bank), one of Australia's largest customer-owned banks, with total assets of more than \$11 billion helping almost a quarter of a million Australians working in the professions of health, education, and emergency services. Collectively, the people working in these industries support and strengthen our communities and our nation.

Almost 60 years ago, our bank was created by a group of volunteers as a positive alternative to the major banks. Their innovation, tenacity, and spirit provided the opportunity for customers to achieve home ownership and reach their financial goals. Six decades later, this hasn't changed.

Today, our almost-600 employees are committed to delivering exceptional service, competitive rates, and supporting those industries that support us.

We are an authorised deposit-taking institution regulated under the Banking Act 1959 (Cth) and by government agencies such as Australian Prudential Regulation Authority (APRA), Australian Securities and Investments Commission (ASIC), and Australian Transaction Reports and Analysis Centre (AUSTRAC).

We have a clear focus on our customers and will keep working and adapting to remain sustainable and achieve our purpose: banking for good, for those who do good.

## Our Values

Our values provide an anchor and a moral compass that guides behaviours and decision making.

Each of our three values has clear supporting statements and desired behaviours, helping our people bring our values to life.

- **Advocacy**
- **Passion**
- **Sustainability**

## We are profit for purpose

As a mutual bank, we have a different structure to Australia's major banks. We are 100% owned by our members, meaning instead of profits being distributed to shareholders and investors through dividends, our profits are reinvested to benefit our members and communities. We focus on people, planet and profit, aiming to deliver the best outcomes for customers. For us it's built in, not bolted on.







# Can banking be for good? We think so.

## Welcome to our 2025 Banking for Good report.

In the following pages you'll read about our sustainability and community credentials and programs; highlighting how we are a bank for good.

For a decade, and well before it was commonplace in the Australian financial sector to do so, our bank has been proactively embedding sustainability into our core business. Our approach, founded on external, independent third-party certification and assessments of our performance, has included significant milestones such as B Corp Certification and being the only bank to be named as a Responsible Investment Leader by Responsible Investment Association Australasia four times. We strive to continually improve and are targeting a higher B Corp Certification score in 2025.

We know that our commitment to sustainability is both important to and valued by our members. At our 2022 annual general meeting, our members voted to amend our constitution to meet the ongoing B Corp Certification requirements.

Last year our bank was named the 2024 Winner of the Banksia Foundation – Large Business Sustainable Leadership Award, one of more than 60 external recognitions we've received over the years for our sustainability performance.

As I consider our bank's support for the professions and communities that support us, we have a deep history of empowering the education, health, and emergency services sectors. I have great pride in the range of scholarships, bursaries, and mentorship programs our bank supports enabling students to complete their qualifications or support further their professional development.

Later this year we will achieve a decade of support to international development agency, Cufa and its Children's Financial Literacy (CFL) program in Cambodia. To date, the CFL program has delivered financial literacy training to more than 44,000 students.




This year we will also continue to meaningfully embed reconciliation within our bank and work towards developing our Innovate Reconciliation Action Plan. This RAP will focus on strengthening our relationships with Aboriginal and Torres Strait Islander people and piloting strategies for further reconciliation commitments to empower Aboriginal and Torres Strait Islander people.

I am proud of the commitment and contribution our bank has made, and continues to make towards creating a sustainable future and supporting those professions and communities that support us. Our purpose is clear: banking for good, for those who do good, and this report showcases how we bring our purpose to life.

*Anthony Hughes*

**Anthony Hughes**  
CEO





“ Our purpose is banking for good, for those who do good

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# *Demonstrating our Sustainability Credentials*

*Are we a bank for good? We think so.*

Our commitment to socially responsible banking is certified by third party assessments, providing our members confidence that we are banking for good.

## **External certification**

We undertake external, independent third-party certification through B Lab and Responsible Investment Association Australasia to provide evidence and results of our sustainability commitments and performance over time.

## **Global standards**

Our participation in external benchmarks set by B Lab means we are measured alongside thousands of companies around the world, not just in finance but other industries too.

## **10 year record of recognition**

Since 2014 Teachers Mutual Bank Limited has received external recognition for our sustainability and ESG performance more than 60 times, highlighting our long-term commitment. Some recent recognitions are included on the next page.







Since January 2022 we are a **Certified B Corporation** by B Lab. One of only 58 banks globally to be Certified by B Corp.<sup>1</sup>



The only bank to be named by **RIAA** as a **Responsible Investment leader** for four years in a row (2021–2024).<sup>2</sup>



**2024 Winner Banksia Foundation – Large Business Sustainable Leadership Award.** The award celebrates exceptional commitment and achievements in integrating sustainable practices across its operations (including governance).<sup>3</sup>



**2024 GoodCompany Awards,** ranked in the **Top 20 Best Workplaces to Give Back** (named 2021–2023).<sup>4</sup>



**Named One of the World's Most Ethical Companies** by the Ethisphere Institute ten years in a row (2014–2023).<sup>5</sup>



**Since 2022 held Fossil Free Certification** by NGO BankGreen. Financial institutions that are Fossil Free Certified have pledged not to finance new fossil fuel companies or projects.<sup>6</sup>



**2023 Financial Times Climate Leaders Asia Pacific** (One of 275 top tier leaders).<sup>7</sup>



**Finder Green Bank of the Year Award:** Highly Commended (2023), Winner (2022), Finalist (2020 and 2021).<sup>8</sup>



**2023 Finalist Global Finance for the Future Awards – Moving Financial Markets,** by Deloitte, ICAEW A4S (Accounting for Sustainability).<sup>9</sup>



Shortlisted as part of the **Australian Financial Review Sustainability Leaders 2022**.<sup>10</sup>



**Australian Banking industry awards**<sup>11</sup>: 2020 Winner (Most Innovative Green Initiative); 2018 Finalist (Best bank in CSR), 2017 Finalist (Best Financial Institution in CSR); 2016 Winner, 2015 Winner (Best Bank in Socially Responsible Performance ESG) 2014 Finalist (Best Bank in Socially Responsible Performance ESG).



# Our B Corp Certification and Performance

We are one of only 58 banks in the world to be a Certified B Corp<sup>1</sup>, meaning we are part of the global movement for an inclusive, equitable, and regenerative economy.

## What B Corp Certification means

B Corp Certification is achieved by meeting high standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. It is one of the few certifications that measures a company's holistic social and environmental performance.

Certifying as a B Corporation goes beyond product- or service-level certification. B Corp Certification measures standards<sup>12</sup>, through the B Impact Score covering the entire bank's performance across five pillars of customers, governance, environment, workers, and community, by third-party verification.

According to B Lab, B Corps are not claiming to be perfect companies, but instead, are those companies who are willing to measure their impact, identify opportunities to improve, and implement changes to drive change over time.

There are approximately 9,400<sup>13</sup> B Corps globally, just over 750<sup>14</sup> of these are Australian and New Zealand companies, and eight are Australian mutual banks.<sup>15</sup>

## B Corp Certification is important to our members

Certified B Corporations are required to implement legal governance to demonstrate that a company is not only committed and accountable to creating lasting value for all stakeholders, but is credibly using their business as a force for good.

For our bank this required us to ask our members to approve an amendment to our Constitution to reflect our B Corp status and affirm our commitment to be a force for good for our members and the planet.

In November 2022, we asked our members to vote on this proposed Constitution amendment, which was successfully carried with a positive vote of 91.4%.

## Recertification as a B Corp

B Corp Certification is for three years, after which time a company must recertify. This is because, according to B Lab, 'impact' is neither a destination to be reached nor a box to be ticked, but a commitment to continuous improvement. B Lab reviews and strengthens the requirements for certification and recertification over time to reflect the evolution in society expectations and best practices in social and environmental standards.

We are currently undergoing recertification with B Lab for 2025 – 2028, where we aim to improve our overall performance score of 102.4 in January 2022<sup>16</sup>, which is above the Australia and Aotearoa New Zealand B Corp average score of 96.<sup>17</sup>





In determining a B Corp Certification score, B Lab considers a business's positive impact on society and the environment across 5 pillars:



### Governance

evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency.



### Workers

evaluates a company's contributions to its employees' financial security, health and safety, wellness, career development, and engagement and satisfaction.



### Community

evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity and inclusion, economic impact, civic engagement, charitable giving, and supply chain management.



### Environment

evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity.



### Customers

evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels.

All companies start with a score of zero and earn points for the positive practices they have in place. All Certified B Corporations overall scores and category scores are published on B Lab's website [www.bcorporation.net](http://www.bcorporation.net)



# One of our Organisational values is Sustainability

We invest our members' money responsibly.  
We run our bank for people, planet and profit.

In FY2025 every home loan and deposit account opened will be a Certified Responsible Investment product.<sup>18</sup>



We do not directly lend to corporations that operate in specific sectors such as tobacco, gambling, pornography, and fossil fuels.

- Our Treasury Credit Risk and Lending Policy is the policy framework for managing our credit exposure arising from financial markets exposures. This states that *'As part of the policy, various lending and investment opportunities are disqualified from the bank's lending origination business for ESG (Environment Social and Governance) exclusion criteria'*.

Under the exclusion criteria, we do not directly lend to, or directly buy equity or debt to corporations that operate in specific industries including the following:

- Organisations that grow, produce, retail, and sell tobacco related products or services including packaging and the manufacture of nicotine alternatives.
- Organisations that operate or own gambling products or services.
- Organisations that produce, own, operate, or distribute pornography.
- Organisations that explore, extract, export coal, oil and gas, and/or combust these for power generation, and/or are major suppliers to these industries.





# Our Bank is a Responsible Investment Leader

For the fourth year in a row<sup>19</sup> we were the only bank recognised as a Responsible Investment Leader by Responsible Investment Association Australasia (RIAA).

RIAA defines Responsible Investing as a 'broad-based approach to investing which factors in people, society, the environment, as well as financial performance and risks, when making and managing investments. Also called sustainable or ethical investing'.

A Responsible Investment Leader<sup>20</sup>, as per the current definition by RIAA, is a company who has an exceptional ability to deliver on its responsible investment promises and demonstrates:

- a commitment to responsible investing
- the explicit consideration of environmental, social and governance (ESG) factors in investment decision making
- strong and collaborative stewardship, and
- transparency in reporting activity, including the societal and environmental outcomes being achieved.

To be recognised as a Responsible Investment Leader, participants are measured against the *Responsible Investment Scorecard* which considers factors categorised into four key pillars:

1. coverage of and commitment to responsible investing and transparency
2. enhancing risk management through explicit and systematic consideration of ESG factors and other screens including reporting of these
3. being strong stewards for more sustainable and resilient assets and markets
4. allocating capital to benefit stakeholders and contribute to solutions as well as measurement and reporting of outcomes.

Based on the Scorecard results, approximately the top 20% of participating investment managers are recognised as 'Responsible Investment Leaders'.

87%

In 2024, 87% of Australians expected the money in their bank account to be invested responsibly and ethically.



In 2023 the Australian Responsible Investment market grew to

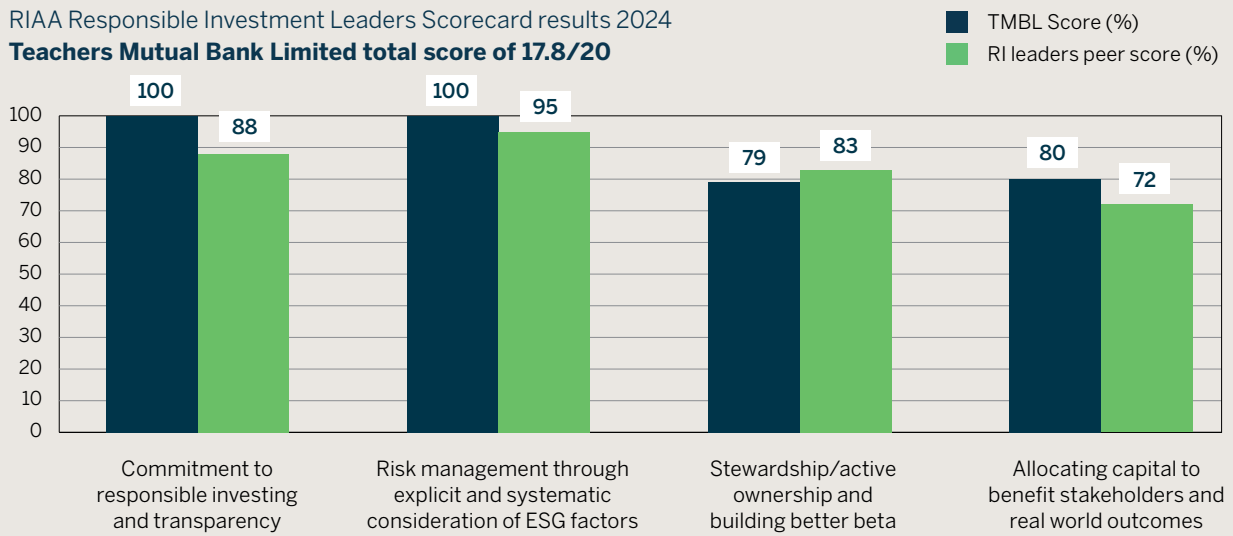
**\$1.6 trillion**<sup>22</sup>



In the most recent Scorecard, Teachers Mutual Bank Limited recorded scores higher than the average of our peer Responsible Investment Leaders in three of the four pillars.<sup>21</sup>

RIAA Responsible Investment Leaders Scorecard results 2024

**Teachers Mutual Bank Limited total score of 17.8/20**



# *Certified responsible investment products*

Our home loans, deposit accounts, and wholesale funds are certified as Responsible Investment products by RIAA, at no additional cost to our members.

Our ESG policies and exclusions underpin our RIAA Responsible Investment Product Certification. Product Certification<sup>23</sup> provides independent, third-party verification and is a leading initiative for distinguishing quality, responsible, ethical, and impact investment products and services in Australia and New Zealand.

RIAA states that products which have the RIAA Certification symbol have been assessed as credible responsible investments. They systematically account for environmental, social and governance factors along with demonstrating a rigorous, transparent approach and organisational commitment to responsible investing.

## **To achieve certification, RIAA assesses products against its Responsible Investment Certification Standard, which is underpinned by eight requirements<sup>24</sup>:**

- 1.** Responsible investment strategies are formal, disclosed, consistent, auditable, and fit for purpose.
- 2.** Labels are clear, honest and not misleading.
- 3.** Product avoids significant harm.
- 4.** Product accounts for ESG factors.
- 5.** Discloses full holdings, performance, sustainability outcomes and engagement and voting practices.
- 6.** Are managed by active stewards and managers who can detail the stewardship practices and outcomes.
- 7.** Organisation has formal commitment to responsible investment.
- 8.** Organisation provides educational information to Members and customers about responsible investment strategies and investment outcomes.









# Our bank and climate change

For more than a decade we have proactively taken action on sustainability and climate across our property assets, investment policies, people engagement and advocacy. We know there is more to do.

Since 2016 we have prepared annual voluntary reports on our operational energy consumption and greenhouse gas (GHG) emissions, helping to inform our continue steps to reduce our footprint. With the imminent commencement of mandatory climate reporting, we are preparing and formalising a fit-for-purpose governance and reporting framework and look forward to sharing our first climate-related report as part of our FY26 annual reporting suite.

## We do not directly invest in the fossil fuel industry

Our Treasury Credit Risk and Lending Risk Policy explicitly prohibits our bank from directly lending to, investing in, or buying equity or debt in corporations that operate the fossil fuel industry, which is defined as 'coal, oil and gas – exploration for and extraction of reserves, exports, combustion for power generation, and major suppliers to the oil, coal and gas industries'.

## We were the first bank to join the call for a national emissions cut by 2030

In 2021 we joined the Climate League 2030, a coalition of Australian investors, insurers, banks, and businesses committed to stronger climate commitments by 2030.

The goal of the League was to call for a reduction in national emissions by at least 45%, or a further 230 million tonnes of CO<sub>2</sub>e, from what is projected annually for 2030. This is in line with the Paris Agreement to limit warming to 1.5°C or below from pre-industrial levels.

In September 2022 the Federal Government legislated a 43% emissions cut by 2030.<sup>25</sup>

## Aiming to reduce our climate footprint

Since 2016, our bank has invested more than \$1.7 million<sup>26</sup> in emissions reduction initiatives which have included installing solar PV panels at four sites, upgrading all lighting to energy-efficient LED lighting, investing in electric vehicles, and building management systems.

In FY23, we announced a \$2 million investment to transition the national car fleet to 100% Electric Vehicles by 2027. The first 12 of the intended replacement fleet of 34 have been procured along with the installation of five charging stations at our offices and seven home charging stations for our people.







# Community & *partnerships*

We are committed to supporting the industries and communities that support us.

We support the education, health, and emergency services industries through a range of programs and development opportunities. In FY24 we invested almost \$1.1 million to support the delivery of services and programs to help our communities thrive.

# *Supporting nursing and teaching university students with their studies*

Through partnerships with Western Sydney University and Australian Catholic University, our bank provides scholarships and bursaries to help students complete their degree and start their career.

Examples of our support include:

## **Helping Pre-Service Teachers**

This scholarship recognises students who demonstrate outstanding performance, professionalism, and commitment during their professional experience placement within the Master of Teaching and Bachelor of Education programs at Western Sydney University.

In FY24 we provided 10 bursaries to Pre-Service Teachers to offer financial support, help them continue their educational journey, and enhance their professional development. Nominations and selection are by the Western Sydney University advisors based on criteria set by the university.

## **Supporting the purchase of mandated uniforms**

Offering Uniform endowments for first year nursing students at Western Sydney University to help cover the cost of purchasing the uniforms the students are required to have during their first-year professional experience placements. In 2024 we provided nine endowments and in 2025 this will be increased to 30 uniform endowments.

*“I am extremely grateful to be receiving this bursary as it allows me to focus entirely on my clinical placements and pursue my dream career without any financial stress.”*

**Molly Roach, Bachelor of Nursing**

*“This bursary has helped me in my studies in mainly two ways, financially and mentally. Although it is not a very large amount, it does help me in purchasing the essentials I need throughout the journey... I cannot wait to help others as a nurse in the future.”*

**Ngo Fung Chen, Masters of Nursing Practice**





### **Helping to remove financial barriers to course completion for nursing students**

This bursary is presented to three Western Sydney University Bachelor of Nursing and Midwifery third-year students. It helps to cover the cost of living expenses while they are on unpaid professional experience placement, which the university has identified as a barrier to course completion.

Selection is determined by the University and to be eligible, students must meet a minimum grade point average, be enrolled in a professional practice experience subject, and come from one or more of the University's defined equity or personally disadvantaged groups: people of Australian Indigenous descent, people experiencing low socio-economic circumstances, and people from migrant/refugee or asylum seeker backgrounds.

### **Helping third- and fourth-year teaching students who have demonstrated a commitment to education by overcoming obstacles along the way<sup>27</sup>**

Established in 2022, this annual scholarship with Australian Catholic University offers a teaching student, who has demonstrated a commitment to education by overcoming obstacles along the way, with financial support. Selection is determined by the university based on a written submission by the student outlining why they have chosen to pursue a career in teaching, the barriers they've personally overcome to access higher education, and how the scholarship will assist them.

### **Providing financial support to nurses wanting to pursue further qualifications in their chosen field<sup>28</sup>**

Established in 2022, this annual scholarship with Australian Catholic University offers financial support to a qualified nurse wanting to pursue further qualifications in their chosen field and/or a nurse who needs assistance in overcoming barriers to further studies.

Selection is determined by the university based on a written submission by the student together with their demonstrated commitment to education.

## *Supporting industry research*

In a partnership with Australian Catholic University, we part funded the Nursing Resilience Research project,<sup>29</sup> with the aim of helping to identify ways to improve retention, support and course completion for nursing students.

The findings of the research were first presented at the ninth International Nurse Education conference in Singapore in late 2024. The full research report is expected to be published in a medical journal during 2025.

## *Engaging with industry*

We engaged with approximately **15,000 people face to face in 2024** from across the education, health, and emergency services sectors at conferences, orientations, graduations, and worksite events across Australia, providing information about the products and services we provide for their industries and communities we serve.





# Continuing education

For ten years, in partnership with the Public Education Foundation we have been supporting a School Principal attend the Harvard Graduate School of Education for a one-week intensive leadership program.<sup>30</sup> The Principal is selected based on their existing leadership capability and their capacity to become an even greater future educational leader.

To reflect on and celebrate the ten years of this partnership, we conducted a video series to capture Principal's learnings from their Harvard experience. A requirement and major outcome of the scholarship has been the sharing of the learnings beyond the individual attendee, ensuring the capabilities in the public education system are strengthened.

## Scholarship for postgraduate students who have demonstrated a commitment to education and overcoming obstacles

Established in 2025 this Allied Health scholarship offers financial support to Australian Catholic University postgraduate allied healthcare students who may need assistance in overcoming barriers to their studies.

Selection is determine by the university, based on written submission by the student outlining why they have chosen to pursue a career in allied health, the barriers they've personally overcome to access higher education, and how the scholarship will assist them.



*"What I've learnt from the Principal's Scholarship, I've been able to feed back to other principals and aspiring leaders."*

**Melissa Proctor, 2017 Recipient**

*"I discovered new tools and strategies that I can take to my leadership team to help them develop and strengthen their leadership as well."*

**Daniel Rattigan, 2023 Recipient**

*"Professional learning is a privilege and a must if we are to continue to close gaps, improve opportunities across all levels of the education sector and be the best educators we can be. Our children deserve nothing less."*

**Ann Turner-Calleri, 2024 recipient**

# Partnering with our community

## Bell Shakespeare

For the past eight years, alongside our partner Bell Shakespeare<sup>31</sup>, each year we have provided 30 teachers from across Australia with a year-long mentorship, the National Teacher Mentorship. During intensive learning days, the teachers learn innovative teaching techniques, Shakespeare strategies, and active learning principles to engage learners from across all year levels. Through this partnership, we aim to build capability and capacity into the sector and support the empowerment of teachers through the delivery of high quality professional development.



▲ Participants taking part in the Bell Shakespeare mentorship program.

## Stewart House

For more than 40 years, we've partnered with Stewart House<sup>32</sup>. Each year, they offer 1,600 public school children impacted by health or family issues 12 days of respite care, programs, excursions, and medical treatment and screening at no cost to their parents or carers. Each child is personally nominated by their school principal. While at Stewart House the children are given space and support with aim of boosting their self-esteem and strengthening their emotional wellbeing.

## Essentially You

Our Essentially You program<sup>33</sup>, exclusively available for our customers, is complimentary and offered to support physical, mental, and financial well-being. It offers access to practical tips, solutions and powerful insights from a range of qualified professionals. A 2024 impact survey of customers who have signed up to Essentially You indicated that 87% agreed that the program had helped them with their wellbeing, and the majority felt it was useful. A further 65% had practiced using the tools offered on the platform or had downloaded them.





▲ Students taking part in the Children's Financial Literacy (CFL) program in Cambodia.

## Cufa

We have an almost 10-year partnership<sup>34</sup> with Credit Union Foundation of Australia (Cufa), an international development agency committed to alleviating poverty and creating sustainable results across the Asia Pacific. Since 2008, Cufa has delivered the Children's Financial Literacy (CFL) program in Cambodia in provinces including Phnom Penh, Svay Rieng, and Kampong Chhnang.

The CFL program aims to increase the financial literacy of six-to-12 year old children and encourage critical saving habits that have lifelong and meaningful impact. It also aims to promote a positive relationship with money, equip children with essential financial skills and habits that will empower them to make informed decisions, and build a secure financial future.

Since 2016, the social impact of our contribution to the program has been:<sup>35</sup>

- 44,267 children have received financial literacy training
- 24,269 children have started saving
- 1,029 teachers trained through 111 workshops
- 7,697 financial literacy lessons delivered in 127 schools
- 3,212 home visits conducted, reaching 7,485 people
- It is estimated our cumulative contribution of \$380,000 since 2016 has generated a Social Return on Investment of \$3.3 million
- Our people have donated approximately \$44,000 of their own money to Cufa through workplace giving, fundraising days and charity events.

The CFL Program is supported by Department of Foreign Affairs and Trade, through the Australian-NGO Cooperation Program (ANCP) and Teachers Mutual Bank Limited through a co-funding contribution.







# Our contribution towards reconciliation

We are committed to reconciliation<sup>36</sup> and aim to be an active participant in Australia's reconciliation journey. Our vision is for reconciliation to be embedded within our bank, informing the way we work and interact with each other, our members, and the wider community. We want to have a meaningful impact by establishing and strengthening mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and organisations.

## Reconciliation Action Plan

In June 2022, we launched our Reflect Reconciliation Action Plan (RAP), our first formal step on our reconciliation journey, and our opportunity to develop deeper, longer-lasting relationships with Aboriginal and Torres Strait Islander peoples.



Our Reflect RAP framework provided us with a structured approach to turn our good intentions into action, engaging our leaders and people in understanding the importance of reconciliation and identifying where our bank could have the best impact in our sphere of influence.

A Reconciliation Working Group was formed and provided us a collective voice of expertise within our bank. This group was instrumental in completing all 39 Reflect RAP deliverable, which included creating our Acknowledgement of Country statement which has been proudly added to our websites, email signatures, and is included in all major events.

The Reflect RAP deliverables have helped us build a strong foundation to contribute to the reconciliation movement and now finalised, has positioned us to move to the next stage on our reconciliation journey.

In 2025 we will commence our Innovate Reconciliation Action Plan. This RAP will focus on strengthening our relationships with Aboriginal and Torres Strait Islander people and piloting strategies for further reconciliation commitments to empower Aboriginal and Torres Strait Islander people.

## Authentic and collaborative partnerships

We aim to have authentic and collaborative partnerships with Aboriginal and Torres Strait Islander peoples and organisations.

Since 2019 our bank has supported the NSW Premier's Teachers Mutual Bank Aboriginal Education Scholarship<sup>37</sup>

This scholarship is for the study of Aboriginal education relevant to the NSW curriculum or TAFE related courses. Topics may include areas around educational approaches, outcomes, health and wellbeing of Aboriginal students in schools, or any other topics related to Aboriginal education.

In 2024 this scholarship was presented to Sally McGrath. Sally is researching methods currently being used to teach Aboriginal language programs on Wiradjuri Country in Central West NSW and will use the learnings from this to support the implementation of the NSW Aboriginal Languages Curriculum in NSW schools.



▲ Sally McGrath (centre) at the Premier's Teachers Scholarship reception.

# Endnotes

- 1 58 is correct as of 28 January 2025. Deposit Bank – Developed Capital Markets as defined on [bcorporation.net](http://bcorporation.net/responsibleinvestment.org/resources/benchmark-report)
- 2 [responsibleinvestment.org/resources/benchmark-report](http://responsibleinvestment.org/resources/benchmark-report)  
*Responsible Investment Leaders are recognised by the Responsible Investment Association Australasia (RIAA). RI leaders are named in the RIAA Benchmark report Benchmark Report.*
- 3 **National Winners 2024 – Banksia Foundation**  
[banksiafdn.com/national-winners-2024](http://banksiafdn.com/national-winners-2024)  
*Large Business Sustainable Leadership Award by the Banksia Foundation*  
The Banksia Foundation was established in 1989 by a group of passionate people, recognising community members for their positive contributions to social and environmental sustainability initiatives. The Large Business Sustainability Leadership Award celebrates exceptional commitment and achievements in integrating sustainable practices across its operations (including governance).
- 4 **GoodCompany Awards | GoodCompany | Australia**  
[www.goodcompany.org/goodcompanyawards](http://www.goodcompany.org/goodcompanyawards)  
Named to the Good Company Awards (previously known as Best Workplaces to Give Back). These awards recognise the Top 40 companies in Australia that exemplify giving back via donating, volunteering, fundraising, charity gift cards, and other pro-social behaviours.
- 5 **Honorees – Worlds Most Ethical Companies**  
*Named One of the World's Most Ethical Companies*  
[worldsmoethicalcompanies.com/honorees](http://worldsmoethicalcompanies.com/honorees)  
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. The World's Most Ethical Companies assessment process includes more than 200 questions on culture, environmental and social practices, ethics and compliance activities, governance, diversity, and initiatives that support a strong value chain. The process serves as an operating framework to capture and codify the leading practices of organizations across industries and around the globe.  
[ethisphere.com/worlds-most-ethical-companies](http://ethisphere.com/worlds-most-ethical-companies)
- 6 **Find Ethical & Sustainable Banks In Your Area – Bank.Green**  
[bank.green](http://bank.green)  
*Fossil Free Certification by Bank.green*  
Financial institutions that are Fossil Free Certified have pledged not to finance new fossil fuel companies or projects, and the majority already do not do so. Bank.Green is a not-for-profit organization tackling the climate crisis by addressing the fossil fuel finance that enables it. Fossil Free Certification is the simplest, most straightforward way to signal to customers, professionals in the banking sector, and the general public that a sustainability-conscious financial institution is truly putting its money where its mouth is.
- 7 **Asia-Pacific Climate Leaders 2023: interactive listing**  
[www.ft.com/climate-leaders-asia-pacific-2023](http://www.ft.com/climate-leaders-asia-pacific-2023)  
*FT climate leaders Asia Pacific list 2023.*  
The top 275 companies with the best overall score are included in the list Climate Leaders Asia-Pacific 2023. The list identifies outstanding companies that are successfully reducing their core greenhouse gas emissions relative to their revenue and achieving the greatest reduction in core emissions intensity from 2016–2021.
- 8 **Finder Green Awards 2024: Sustainable leaders | Finder**  
[www.finder.com.au/finder-awards/green-awards](http://www.finder.com.au/finder-awards/green-awards)  
*The Finder Green award*  
These awards recognise Australia's greenest industry leader and the sustainability leaders in the sectors they compare.  
[www.finder.com.au/finder-green-awards](http://www.finder.com.au/finder-green-awards)
- 9 **Home | Finance for the Future Awards | ICAEW**  
[www.financeforthefuture.org](http://www.financeforthefuture.org)  
Named a Finalist in 'Moving Financial Markets – large organisations' category, alongside Aviva Investors, CDPQ, Moody's and Santander Brasil. These awards recognise financial leaders who are best practice globally. The Finance for the Future Awards celebrate organisations and individuals who are supporting the integration of sustainability into financial decision-making.
- 10 [www.afr.com/lists-and-awards/sustainability-leaders](http://www.afr.com/lists-and-awards/sustainability-leaders)  
*Sustainability Leaders 2022* by the Australian Financial Review. The Australian Financial Review 'Sustainability Leaders' The Australian Financial Review Sustainability Leaders list is based on assessment of each entrant's nominated sustainability innovation – whether it is an initiative, product, service or strategy. Innovations are then assessed using Boston Consulting Group proprietary Sustainable Business Model Innovation (SBM-I) methodology.
- 11 **Australian Banking Innovation Awards 2019**  
[events.rfigroup.com/abia](http://events.rfigroup.com/abia)  
The Australian Retail Banking Awards (formerly the Australian Banking & Finance Awards AB+F) are the only awards dedicated exclusively to achievement within the retail banking industry. In 2017 the category was changed to 'Best Financial Institution in Corporate Social Responsibility' (CSR), and in 2018 to 'Best bank in CSR' and in 2020 to Most Innovative Green Initiative. The website of AB&F is defunct, however older awards data can be found online.  
[rfi.global/australian-banking-finance-awards](http://rfi.global/australian-banking-finance-awards)
- 12 B Lab's Standards Advisory Council is an independent, global, multi-stakeholder group with specific expertise in responsible and sustainable business. The Standards Advisory Council members bring a diverse range of experience and expertise on a broad range of topics related to using and evaluating business as a force for good.  
[www.bcorporation.net/en-us/standards](http://www.bcorporation.net/en-us/standards)
- 13 Correct as of 28 January 2025.  
**What is a B Corp? | B Lab Australia & Aotearoa New Zealand**  
[bcorporation.com.au/what-bcorp](http://bcorporation.com.au/what-bcorp)





## Endnotes continued...

- 14 Correct as of 28 January 2025.  
**What is a B Corp? | B Lab Australia & Aotearoa New Zealand**  
[bcorporation.com.au/what-bcorp](https://bcorporation.com.au/what-bcorp)
- 15 Other Australian mutuals listed on B Corp website: Great Southern Bank, People's Choice CU (2022 #1) (People's First Bank), Australian Mutual Bank, BankVic, Summerland Bank, Bank Australia, and Beyond Bank.
- 16 Teachers Mutual Bank Limited – Certified B Corporation – B Lab Global  
[www.bcorporation.net/en-us/find-a-b-corp/company/teachers-mutual-bank-limited](https://www.bcorporation.net/en-us/find-a-b-corp/company/teachers-mutual-bank-limited)
- 17 [bcorporation.com.au](https://bcorporation.com.au)  
*Unpacking the 'B Impact Score'* – what it is and why it matters, 6 July 2022, accessed 30 January 2025.
- 18 Wholesale DIP, Short Term Deposits and the Retail mortgages and deposits have been certified by RIAA according to the strict operational and disclosure practices required under the Responsible Investment Certification Program. See [responsibleinvestment.org](https://responsibleinvestment.org) for details. The Responsible Investment Certification Program does not constitute financial product advice. Neither the Certificate Symbol nor RIAA recommends to any person that any financial product is a suitable investment or that returns are guaranteed. Appropriate professional advice should be sought prior to making an investment decision. RIAA does not hold an Australian Financial Services Licence.  
[www.responsibleinvestment.org](https://www.responsibleinvestment.org)
- 19 2021–2024
- 20 [responsibleinvestment.org/responsible-investment-leaders](https://responsibleinvestment.org/responsible-investment-leaders)
- 21 As per the 2024 RIAA report provided to TMBL
- 22 AUS Consumer Research – Responsible Investment Association Australasia (RIAA)  
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- 23 Product Certification – Responsible Investment Association Australasia (RIAA)  
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- 24 RI-Certification-Program-Quick-Guide  
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- 26 TMBL internal Annual GHG Emissions Voluntary Report, as at 30 June 2024.
- 27 Teachers Mutual Bank Scholarship – Australian Catholic University Scholarships  
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- 28 Health Professionals Bank Nursing Scholarship – Australian Catholic University Scholarships  
[acu.smapply.io/prog/health\\_professionals\\_bank\\_nursing\\_scholarship](https://acu.smapply.io/prog/health_professionals_bank_nursing_scholarship)
- 29 LinkedIn Post – Louisa Lam  
[www.linkedin.com/feed/update/urn:li:activity:7256956707010994177](https://www.linkedin.com/feed/update/urn:li:activity:7256956707010994177)
- 30 Principal and Leadership Scholarships – Public Education Foundation  
[www.publiceducationfoundation.org.au/scholarships/principal-and-leadership-scholarships](https://www.publiceducationfoundation.org.au/scholarships/principal-and-leadership-scholarships)
- 31 National Teacher Mentorship | Bell Shakespeare  
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- 32 Stewart House Supporters – Thank you for your generosity and assistance  
[www.stewarthouse.org.au/supporters](https://www.stewarthouse.org.au/supporters)
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[www.tmbank.com.au/join/essentially-you](https://www.tmbank.com.au/join/essentially-you)
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- 35 Cufa Social Impact Report 2016–2024  
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