

## 100% COMMITTED

The vision of The Banking and Finance Oath (The BFO) is for a banking and finance industry that meets the community's needs and has its full confidence.

The BFO is a set of professional principles voluntarily entered into by individuals who choose to be accountable to each other for upholding them. The BFO can be considered a Hippocratic-type oath for those working in banking and finance or acts as a passport that stays with you.

### What does it mean to be a signatory?

Signatories of The BFO promise to abide by and uphold the principles of the Oath. Signatories are affirming they respect the position of trust accorded to them by society and are registered with their names published on The BFO website.

### What are the benefits to my organisation?

An organisation's 100% committed status provides an opportunity to visibly demonstrate to staff, customers and the community a commitment to ethics and leadership. Ethical behaviour can generate both confidence, passion and pride, creating an environment that keeps people engaged, encourages better performance, and inspires trust.

### How can we maximise the benefits of our commitment to The BFO?

The BFO provides a common language of ethics for signatories and an opportunity to discuss and reflect on 'how things are done around here'. Research shows that merely discussing ethics can reduce unethical behaviour. It is recommended there be designated times to allow employees to discuss ethical issues within the safe environment that a 100% Committed organisation provides.

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Organisations can promote their '100% Committed' status through the The BFO 100% Committed Seal and Certificate.



100% Committed organisations are featured on The BFO website, viewed by industry, media and customers.



The booklet 'Ethics in practice for banking and finance' can be made available to all staff.



The BFO can partner to produce tailored training programs exploring and promoting The BFO principles.

### 100% committed

When all staff members are BFO signatories the organisation is considered '100% committed'.

The BFO requires annual verification of the 100% Committed status, including any new staff. Organisations are obliged to advise The BFO if the 100% Committed status changes throughout the year.

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"Years of experience as a financial regulator, in good times and in crisis, have confirmed to me that financial institutions are much more likely to prosper if their culture is one that promotes accountability, transparency and strong ethical principles. However, an institution's culture will have feet of clay if it is not built on and supported by individual integrity. And there is no more simple or more powerful expression of an individual's commitment to act with integrity than the statement 'my word is my bond'."

**DR. JOHN LAKER AO,  
BFO CHAIRMAN**

For more information about The BFO, please visit our website at [thebfo.org](http://thebfo.org).