

BCA/BizRebuild

Contributions from BCA members



Accenture

- Accenture provides unlimited paid leave for frontline firefighters and support volunteers, and ADF reservists.
- Providing additional flexibility in work arrangements for those impacted directly by fires or impacted in smoke affected areas.
- The Accenture Australia Foundation made a donation to the Red Cross, and the company is matching all employee donations and fundraising.
- Providing pro bono support to the Red Cross and are committed to identifying ways to share their specialised skills and expertise during the relief effort and longer-term reconstruction phase including to BizRebuild.



AGL

- Committed more than \$3 million in relief measures for those affected by the bushfires. This includes pausing bills for affected regions, waiving bills for customers who have experienced serious property damage or loss of property and cash donations to affected regions.
- AGL employees who volunteer as firefighters have access to uncapped paid leave.
- To support volunteer firefighters AGL have provided a \$150 credit to volunteers on their bill.
- Continues work rebuilding electricity infrastructure in devastated regions.
- Alongside Southern Phone, AGL donated \$100,000 to bushfire-affected communities on the NSW south coast. This was split between establishing a Eurobodalla Emergency Relief Fund, WIRES south coast, and the RSPCA bushfire appeal.
- Matching all employee donations to the Red Cross, Salvation Army and Wildlife Rescue Bushfire Appeal.



Allens Linklaters

- Made contributions to the Australian Red Cross and are matching employee donations to the bushfire appeal.
- Working with Justice Connect, who are leading the pro bono aspect of the integrated bushfire legal help initiative.



ANZ

- Paid leave for all emergency services volunteers.
- \$1 million in donations to volunteer fire services and aid agencies across the country.
- Provided a bushfire relief package to affected customers.



APA

- Extended its paid leave for employees directly impacted by the fires, including emergency services volunteers.
- Matched employee donations to the Red Cross and WIRES up to \$150,000.
- APA Group made immediate donations totalling \$100,000 pledging \$50,000 to volunteer fire fighting organisations and \$25,000 to each of the Red Cross and WIRES.
- Laptops and other IT equipment have been donated to the Red Cross for operations facilities in the bushfire areas.
- Laptops were donated to bushfire affected businesses through BizRebuild.



Ashurst

- Employees have access to 20 days paid leave for bushfire volunteering.
- \$200,000 in donations to bushfire relief and recovery.
- Working with legal stakeholders to determine the appropriate place for pro bono secondment to bolster the resources of key organisations.



ASX

- Donated \$500,000 to the Red Cross Disaster Relief and Recovery Fund in addition to the \$20,000 financial donation made to the Salvation Army Disaster Relief Fund and the NSW Rural Fire Service in November 2019.
- Introduced 20-day leave entitlement for members of voluntary emergency services agencies in addition to 2 days paid volunteering leave for all employees.
- Matched employee donations of up to \$500 and are supporting employee fundraising activities with an ASX giving drive.



ATCO

- Donated \$1 million to the BizRebuild program, expanding on its support for bushfire affected communities.
- Donated 13 demountable buildings to BizRebuild's Mogo pop-up mall project, providing new premises for businesses destroyed in fires over the new year period.
- ATCO supports employees to take paid leave in order to volunteer for charitable purposes and will actively support employees who wish to use this volunteering leave to help the fire efforts.
- Matched employee donations to relevant charities related to the current bushfire crisis including donations from employees in the global ATCO network in Canada, the United States, Mexico and Chile.



Australian Unity

- Have made special leave arrangements to support emergency service volunteers and Defence reservists.
- Donated \$100,000 to Australian Red Cross, as well as matching dollar-for-dollar any contributions their 7000-plus employees make to a range of organisations.
- Offered premium relief and prioritisation of claims for eligible customers and a financial package for eligible banking customers that includes the ability to pause repayments and temporary loan interest rate relief.
- Wellbeing checks on home care and disability customers in affected regions, care packages to displaced Aboriginal Home Care customers and emergency relief packages to affected employees are also being provided.



Bank of America Merrill Lynch

- Will consider requests for paid leave for any staff member volunteering with our emergency services.
- The bank is contributing US\$250,000 in emergency funds to relief efforts, of which US\$150,000 will be directed to the Australian Red Cross and US\$100,000 to other entities.
- Matched employee donations to the relief effort.



Bechtel

- The Bechtel Group Foundation made an immediate contribution of \$300,000 to be split between Australian Red Cross and the Australian Wildlife and Nature Recovery Fund.
- The Foundation will also match dollar-for-dollar contributions from staff.



Bendigo and Adelaide Bank

- Provides staff with Natural Disaster and Community Service Leave and a range of measures to ensure dedicated short- and long-term support for impacted customers, communities, partners and staff.
- A dedicated bushfire financial assistance package and a national Bushfire Disaster Appeal for customers and communities.
- Made its own financial donation to the national Bushfire Disaster Appeal and has waived the five per cent administration fee normally associated with appeal donations to ensure all funds donated reach affected communities.
- For partners, the bank is offering Community Bank Network Support.



BHP

- Full community service leave in its multiple enterprise bargaining agreements for volunteers.
- \$2 million donation to relief efforts through the BHP Foundation.
- \$500,000 evenly distributed between Zoos Victoria and WIRES.
- BHP employees have donated \$140,000 with BHP contributing a further \$280,000.



Bluescope

- Paid leave arrangements are in place for staff volunteering with emergency services.
- \$1 million donation to relief efforts and a workplace giving system to give employees a chance to donate.



Boeing

- Donated \$1 million to assist recovery and relief efforts.
- Matched employee donations dollar-for-dollar to eligible charities supporting affected communities.



Boral

- Provide unlimited volunteer services leave for a number of employees who are volunteering through regional services.
- Matched employee contributions to the Red Cross bushfire relief appeal and continue to supply water carts, equipment and water as needed in fire stricken areas.
- Continue working with long-term community partner Conservation Volunteers Australia to help rebuild fire devastated habitats. This is in addition to working with charity partners and local community groups in areas where they operate to identify ways they can support the recovery effort.



BP

- BP Australia has donated \$635,000 to help with the bushfire crisis.
- Employees are encouraged to donate to a variety of organisations through a matched giving process.



Brambles

- Made a \$500,000 cash donation to Foodbank Australia, Australian Red Cross, Landcare Australia and NSW Rural Fire Service, each receiving A\$125,000.
- Provides 20 days paid volunteer leave and will match employee donations dollar-for-dollar globally.
- Through its Australian CHEP business, Brambles has made in-kind donations of pooling equipment and services to charitable partner Foodbank and other major charitable organisations.



Brookfield

- Made contributions to the Australian Red Cross, Salvation Army, Rural Fire Service and a number of wildlife charities to support bushfire relief.
- Brookfield's US and Canadian businesses are matching donations from their employees to the World Wildlife Fund and Salvation Army Canada as well as matching Asia Pacific employee donations above \$25 to bushfire appeals.
- Providing unlimited paid emergency services leave for registered volunteers of authorised emergency relief bodies for this crisis and future events.



Bupa

- Up to 20 days paid community service leave for employees who are involved in the firefighting and disaster relief effort, along with counselling support for those who have been personally impacted.
- Donated more than \$140,000 to support emergency services and recovery, and matched all employee donations until the end of January 2020.
- Announced a relief package for customers and staff, including discounted dental and optical services for customers.



Caltex (Ampol)

- Provide 10 days paid emergency services leave to all employees and is doubling all employee pre-tax contributions through the Caltex Employee Bushfire Relief Fund.
- On the ground assisting local communities through local stores and distributors.
- In early December committed \$25,000 in StarCash to the Rural Fire Service (RFS) NSW to be used by volunteers.
- Caltex has been ensuring the safe delivery of fuel to emergency services and provided fuel for the Navy beach rescue mission in Mallacoota, Victoria.



CCA

- Providing paid leave for emergency services volunteers.
- Providing heavy discounts to affected small businesses to get them back on their feet.
- CCA's teams in warehousing and logistics, distribution centres and delivery partners have been working tirelessly to bring relief to impacted communities. They have been delivering their own personal donations alongside corporate product donations Coca-Cola Amatil has made to Foodbank Australia and the Australian Defence Force in support of the women and men of the fire service and those in need.
- \$1 million donation from The Coca-Cola Foundation for The Salvation Army's immediate disaster relief efforts in fire affected communities.
- \$250,000 donation from Coca-Cola Australia for the NSW Rural Fire Service, the Country Fire Authority Victoria, and the South Australian Country Fire Service Foundation.
- Donation of up to \$375,000 from Coca-Cola Amatil in the form of employee matched giving to all registered charities, donated beverages and financial support for small business customers impacted in fire-affected zones.



Chevron

- Full leave entitlements are in place for all volunteering Chevron employees.
- \$1 million donation to relief efforts and a commitment to match employee contributions.



CIMIC

- CIMIC Group and its companies Thiess, Sedgman, CPB Contractors, UGL, Pacific Partnerships and EIC are providing paid leave for volunteers involved with the bushfire communities and for those impacted by the fires.
- Matching employee donations to the value of \$1 million.



CITI

- Donation package totalling more than A\$360,000 to support the Red Cross Australian Bushfire Disaster Relief and Recovery.
- Workplace giving appeal and matching program for donations and additional leave entitlements for employees impacted by fire or those assisting in the bushfire response.
- Disaster relief packages are also available for customers in need, including a payment moratorium, with a suspension of repayment and no interest or fee charges.

CLAYTON UTZ

Clayton Utz

- Provide community service leave for employees volunteering with emergency services.
- Donations totalling \$200,000 to the Australian Red Cross Disaster Relief and Recovery Appeal and to the NSW Fire Service, NSW Rural Fire Service, the Victorian Country Fire Authority, the Rural Fire Brigades Association Queensland and the Country Fire Service Foundation South Australia.
- Pro bono assistance has been provided in respect of issues facing some NSW firefighter families.



Coles

- Contributed more than \$6 million for communities affected by recent bushfires, including \$3 million in gift cards to support 6000 rural fire brigades across the country.
- Donated over 170 pallets of food, water and essentials for distribution to communities. Thousands of items including meals and essentials were provided to emergency crews and community services.
- Donated animal feed, fresh fruit and vegetables to wildlife organisations across Australia.
- Coles permanent team members who are involved in recognised voluntary emergency services are entitled to a minimum of up to 20 days paid leave to participate in emergency relief efforts in their local area, with a significant number of our permanent team members able to access unlimited leave.



Commonwealth Bank

- Extended leave entitlements for emergency services volunteers.
- \$1 million donation towards bushfire disaster relief, including funding to replace local community facilities. In total donations made by CBA and its customers for drought and bushfire affected communities have grown to \$3.6 million.
- The bank also offers an Emergency Assistance Package to affected customers.
- Announced Bushfire Recovery Grants, a scheme that is expected to fund projects worth at least \$10 million.



Compass Group

- Provide 10 days paid special leave for those engaged in volunteer fire fighting activities plus have committed that none of their 10,000 employees will lose any pay as a consequence of supporting various fire services.
- A \$100,000 cash donation has been made to The Foundation for Regional and Rural Renewal and WIRES Wildlife Rescue as well as ongoing local fundraising activities at some 650 Compass Group sites.
- All Compass Group employees can access an Emergency Assistance Program (EAP) and obtain counselling at no cost.

CORRS
CHAMBERS
WESTGARTH
lawyers

Corrs

- Corrs employees can access uncapped paid leave as volunteer firefighters.
- Donated to the Red Cross. The firm is also matching employee donations to a range of bushfire relief appeals.
- Committed to an uncapped pro bono contribution to provide relevant advice and legal assistance to people and businesses impacted.
- Corrs is also working with Justice Connect in order to deliver legal assistance where it is needed.

Deloitte.

Deloitte

- Providing the BCA with staff to support the BizRebuild initiative, including an economic study of bushfire devastated areas.
- Raised more than \$380,000 through the Deloitte Foundation bushfire emergency appeal.
- Providing additional leave to registered volunteer firefighters and Army Reservists.
- Updated the firm's volunteer leave policy to encourage staff to directly support bushfire affected communities.
- Providing pro bono audit and advisory services to different organisations' bushfire appeal funds to maximise the impact of the raised funds.
- Pledging to relocate business meetings to bushfire affected areas where possible to drive economic activity to those who need it.
- Created a Crisis App to provide affected communities with information and facilitating access to essential goods and shelter.



DOW

- Donated to the Australian Red Cross Disaster Relief and Recovery Fund through the Dow Company Foundation.
- Established an Employee Match Program with donations going to organizations including the Australian Red Cross and the World Wildlife Fund Inc.
- Dow encourages employees to volunteer in bushfire fighting emergency services utilising the Community Leave Policy covering paid leave for time away and will continue to monitor the situation and will extend further assistance to affected employees, customers and its immediate communities as appropriate.



Downer

- Downer employees continue to volunteer in varying capacities, including as firefighters. In South Australia, Downer's Laundries team is helping a koala rescue centre in Adelaide by washing hundreds of kilograms of soiled linen each day.
- Downer donated \$500,000 to BizRebuild.



Dulux Group

- Donated \$200,000 to the Red Cross Disaster Relief and Recovery fund and matching employee donations to the Red Cross or RSPCA up to \$100,000.
- Uncapped paid leave provided to employees performing volunteer services with a state or Commonwealth emergency services body.
- Assisting with the longer term recovery and rebuilding efforts where possible with products, services and employee volunteer days.
- Pledged to hold company meetings and events at venues in affected areas wherever possible over the next six to 18 months.



DXC

- Permanent employees who are a volunteer firefighter or an Army Reservist will continue receiving their salary (uncapped) whilst fulfilling their obligations.
- The DXC Foundation has made an upfront cash donation of \$100,000 to the Salvation Army Bushfire Appeal. In addition, Luxoft, a DXC company, made a cash donation of \$10,000.
- Each DXC location has a site community council responsible for driving employee engagement activities. They will continue to drive fundraising activities that engage our employees and support local initiatives.



EnergyAustralia

- Doubled the number of paid volunteer leave days available to staff, providing 20 days paid leave to volunteers.
- Pledged more than \$100,000 to relief and recovery efforts.
- Suspended the accounts of affected businesses and families so people don't have to worry about their power bills.
- EnergyAustralia customers who are volunteer firefighters will receive a \$150 credit on either their Gas or Electricity account.
- Donation of \$100,000 to emergency support agencies and charities in the heavily impacted East Gippsland (Victoria) and Lithgow (New South Wales) regions, areas where EnergyAustralia has a strong community presence through its power stations.
- Donation of \$25,000 to charity partner Foodbank Victoria to help get supplies of food, water and other necessities to impacted regions.
- Offering energy re-connections free of charge when customers who have lost their homes move into a new residence.
- Matching funds donated by staff to bushfire relief efforts, dollar-for-dollar. Its parent company CLP will also match our staff donations.
- Expanded volunteering opportunities for employees so they can contribute to immediate relief efforts and, when the time is right, help to rebuild communities impacted by bushfires.



EY

- Volunteer leave will be uncapped for all volunteer firefighters, emergency personnel and Army reservists.
- EY has donated \$100,000 so far and will match employee donations to bushfire relief and recovery.
- Providing the BCA with staff to support the BizRebuild initiative, including an economic study of bushfire devastated areas.



Facebook

- Facebook donated \$250,000 to the Australian Red Cross.
- Matching up to \$1 million in donations to GlobalGiving, supporting local Australian beneficiary partners.
- Enabling more than 19,000 fundraisers that have raised over \$70 million, including Celeste Barber's fundraiser, which is the largest-ever fundraiser on Facebook.



Fortescue

- The Mindaroo Foundation and the Forrest family have pledged \$70 million to their Fire Fund. This initiative will provide immediate assistance, helping to rebuild devastated communities and to develop Australia's long-term resistance to natural disasters.
- Fortescue will donate A\$1 million to the Minderoo Foundation Fire Fund.
- The Fortescue family is fundraising for the Australian Red Cross Disaster Relief and Recovery Fund, with Andrew and Nicola Forrest committing to match every dollar donated with two dollars to the Minderoo Foundation Fire Fund.
- Fortescue will also support the Minderoo Foundation's response to the bushfires by seconding team members with specialist skills and supporting employees who are willing to volunteer with relief and recovery efforts for impacted communities.



GE

- Providing employees with 20 days paid leave to volunteer.
- Matching dollar-for-dollar contributions from employees in addition to US\$250,000 (A\$364,000) donated to the Australian Red Cross.



Gilbert + Tobin

- Providing paid leave for emergency service volunteers of up to 20 days per year.
- Donated \$200,000 to the Australian Red Cross for relief and recovery work. In addition, Gilbert + Tobin will match staff donations to bushfire charities through their workplace giving foundation.
- The firm is engaging with legal aid organisations to understand how they can most usefully provide pro bono legal assistance.



Google

- Providing four weeks paid leave for Google staff participating as emergency service volunteers supporting the bushfire emergency.
- More than \$3 million has been raised to date for the Australian Red Cross, WWF and bushfire response and long-term recovery efforts.
- In November 2019 SOS alerts in Google Search and Maps was activated to provide users with the latest information from authorities. In 2019, “fires near me” was the highest Search query in Australia.
- Google are working with Infoxchange to add a bushfire services section to the Ask Izzy website, which lists over 370,000 support services across Australia to connect people with help in times of need.
- Google is also working to assist small businesses to help address immediate issues with their online presence.



GWA

- Employees who are volunteering with emergency services to access paid leave and are matching employee donations up to \$10,000. This will be donated to WIRES.
- Donated \$20,000 to Red Cross and are planning fundraising activities at their Retail Flagship Stores in Sydney and Adelaide.



Herbert Smith Freehills

- Offering leave for staff to deal with the impact of the bushfires including protecting property and volunteering.
- Matched staff donations to their bushfire relief and restoration causes and expect the overall contribution, including donations, to be in excess of \$250,000.
- Working with Legal Aid, the community legal sector and other firms to identify unmet legal needs that could be addressed through pro bono legal support.



HSBC

- Contributed \$200,000 from its Global Disaster Relief Fund to provide immediate aid to affected communities and care for injured wildlife and habitats. The funds will be allocated equally between the Australian Red Cross and World Wildlife Fund (WWF) Australia.
- Will match worldwide employee donations towards bushfire relief efforts, with matched contributions also going to the Australian Red Cross and WWF Australia.
- Employees who are volunteers with emergency services organisations will be given uncapped paid leave for all time spent volunteering.
- Introduced a range of measures to support clients affected by bushfires, such as deferrals for loan repayments and credit line increases.



IBM

- Providing 20 days paid leave for our staff who are volunteers with the State Emergency Services and Rural Fire Service.
- A donation of \$100,000 will be made to the Red Cross Australia Bushfire Appeal together with in-kind donations totaling over \$1,000,000.
- Dry food collection stations in IBM's Southgate and Sydney offices in partnership with Foodbank. IBM's Blue Day Out Staff Volunteering Program will enable teams of IBMers to support the needs of bushfire affected communities.

Incitec Pivot Limited

Incitec Pivot

- Providing \$400,000 to relief efforts which will include: supporting farmers impacted through a Customer Bushfire Recovery Fund, a company donation of \$100,000 to the National Bushfire Disaster Appeal and the matching of employee donations to this appeal.
- Supporting employees who are volunteering as part of emergency response efforts, including providing access to paid leave.

J.P.Morgan

J.P. Morgan

- Committed US\$500,000 to support the bushfire emergency including US\$300,000 to the Australian Red Cross and US\$200,000 to local organisations supporting sustainability and resiliency efforts.
- Global Matching Program has been established and J.P Morgan's volunteer program allows unlimited time on full pay for those assisting the emergency relief.



JBS

- Donated \$1 million to the Business Council's Australian Volunteer Support Trust to support the children of volunteers who have died fighting the current fires and any future major disasters.



Jemena

- Supporting team members who volunteer for emergency services by providing additional emergency services leave.
- Provided a financial contribution of more than \$30,000, bolstered by staff fundraising efforts via their dedicated Red Cross fundraising page.

KEARNEY

Kearney

- Committed to providing support to the bushfire relief effort with the immediate need for donations and have established a Kearney GoFundMe site that will receive donations from 3,000+ employees around the world, as well as a direct contribution from the firm.

KKR

KKR

- KKR and its portfolio companies – which include Arnott’s, The Australian Venue Co., GenesisCare, LaserClinics Australia, Latitude Financial, MYOB and Pepper Money – have collectively pledged more than \$2 million for relief efforts.
- Working with its Australian portfolio companies and community partners to support disaster response efforts across the country.
- Provided \$210,000 in philanthropic support to the Australian Red Cross, the Salvation Army and regional fire service organisations.
- Running a matching gifts campaign for all employees globally and have already raised an additional \$100,000 and growing.
- Provided a week of paid time off to all employees who want to volunteer to help with the relief efforts and are providing up to 20 days of time to local employees in Australia.



KPMG

- Implemented various initiatives to ensure the health, welfare and safety of their people. These include extending paid leave for partners and people who are members of an Emergency Services organisation or the AFD Reserve to continue their important work, through to wellbeing (employee assist and trauma support for people/families affected); agile working (working flexibly from home or other locations away from fire or smoke impacted areas), and more.
- Made a financial contribution to the Australian Red Cross.
- Looking at ways to best utilise the skills of their partners and people to support bushfire affected communities to rebuild. This includes providing pro-bono staff to assist with BizRebuild.



KWM

- Providing employees with extra paid leave for RFS/CFA volunteers or those who are otherwise involved in the prevention/relief efforts, including by protecting their own property.
- Donated to the Australian Red Cross Bushfire Fund and the partnership will match all bushfire donations made through their workplace giving program.
- Providing pro bono legal support to community partners and working with community legal centre partners to assist.
- Exploring with other community partners other volunteering opportunities beyond pro bono legal support.



La Trobe Financial

- Donated \$1 million to support bushfire relief and recovery.
- Hardship assistance is provided for La Trobe Financial customers impacted by bushfires.
- Additional staff fundraising and volunteer initiatives have been put in place as well as five days paid emergency and community service leave for employees.



Lendlease

- Donated \$500,000 to the Australian Red Cross and has pledged to match individual donations from staff up to \$500,000.
- Several initiatives have been activated aiming to help frontline resources including the emergency services. This is in addition to Lendlease convening a bushfire emergency committee to determine a longer-term assistance strategy to help restore impacted communities.
- Lendlease already has extensive Emergency and Volunteer Leave policies in place for their people and will extend paid leave where appropriate.



Lion

- Providing full paid leave for Lion employees engaged as volunteer firefighters.
- Announced a suite of bushfire relief initiatives totalling \$1 million, including cash donations from XXX GOLD and Furphy.
- Lion's Dairy and Drinks team will provide food and beverage relief to impacted communities and provide warehousing and logistics support where needed.
- Lion Beer Australia stockists will have access to a range of offers including extended credit and invoicing terms, and free cleaning of draught beer systems to get pubs back open as soon as possible.



McDonald's

- Offering uncapped paid leave to employees who are also volunteer firefighters.
- Donated \$500,000 to relief and recovery efforts, is matching employee donations up to \$200,000 and providing customers the option to donate via apps and kiosks.
- 20,000 free meals (as of 7 January) have been provided in affected locations.



Macquarie

- Staff donations made to the Australian Red Cross, Salvation Army, Foodbank Australia, WWF Australia and other organisations will be matched dollar-for-dollar. They will be further matched with a donation to state-based fire services which will contribute up to \$1 million.
- Paid leave for up to four weeks with the potential to extend, if required, for employees volunteering for a recognised emergency organisation.
- Macquarie's retail and small business customers affected by the fires will receive a range of tailored support and solutions to assist during this difficult time.
- Provided Woolworths vouchers for emergency supplies and temporary accommodation support for customers affected by the fires for up to two weeks.



Microsoft

- Employees have access to 20 days of paid volunteer leave, they are actively encouraging workers to use their three days of annual volunteer leave towards bushfire effort.
 - Matched employee donations through their workplace giving program up to \$50,000.
 - In the medium term the company will look for ways to apply their technology and expertise to make a difference to non-profit partners and government agencies.
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MinterEllison

MinterEllison

- Supporting their people who are personally impacted or volunteering in the communities directly affected by the bushfires – this includes the provision of 20 days additional paid leave (and more as required) for all volunteers and ADF reservists.
 - MinterEllison's Charitable Donations program will deliver support including matching donations made by individuals.
 - Pro bono legal services will be provided to address the needs emerging in the impacted communities.
 - Pro bono support to BizRebuild.
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Mirvac

- Offering workers unlimited paid volunteer leave.
 - Pledged \$500,000 to relief efforts and will match dollar-for-dollar all staff donations.
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Mitsui

- Donated \$200,000 to planning for the recovery phase of the crisis through BizRebuild.
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Morgan Stanley

Morgan Stanley

- Morgan Stanley Chairman and CEO, James Gorman, and his family have personally donated \$1 million to support the firefighters, the treatment of the wildlife, and the restoration of the rural communities.
- Global employees have pledged more than \$115,000 to the Red Cross, NSW Rural Fire Service and Country Fire Authority, alongside a Firm donation matching program.
- Providing employees who volunteer as members of the rural fire services and other emergency services with access to paid volunteer leave.
- The firm is also engaging with its other established charity partners to assess how we can provide volunteering support to our partners' ongoing relief initiatives.



MYOB

- Provided all bushfire-affected customers two months free subscription. Impacted customers can contact emergencyrelief@myob.com to discuss any ongoing financial hardship needs for their business.
- To date, MYOB employees have raised more than \$30,000 in donations for charities including Australian Animal Rescue and the Red Cross Fire Appeal, which will be dollar matched by MYOB for a total value of \$60,000.
- Team members registered as volunteers involved in emergency management in Australia (such as CFA or SES) or registered defence force volunteers in New Zealand are entitled to unlimited unpaid leave. In cases of national emergency, MYOB employees can access up to four paid leave days in addition to the one volunteer day all employees are entitled to.



NAB

- Offering uncapped paid leave to all employees volunteering for emergency services.
- Pledged \$5 million to relief efforts including through its bushfire relief fund and charitable donations to a range of not-for-profits working in affected communities.
- Customers can access the bank's bushfire relief fund which includes dedicated hardship bankers, counselling services and other hardship provisions.



Norton Rose Fulbright

- Providing unlimited paid emergency volunteer leave for all rural fire service and emergency volunteers, as well as additional personal leave for any affected staff members.
- Donations have been made to the Australian Red Cross bushfire appeal, NSW RFS and Victorian CFA and staff are working to provide pro bono legal support to individuals and organisations across communities affected by the bushfires.



Optus

- Waived mobile phone bills for volunteer firefighters over the December/January period and has activated its financial assistance policy for customers affected by the bushfires.
- Offering a range of financial assistance to impacted customers including: free call diversions from an Optus fixed home phone to any mobile or fixed number; extended timeframes for bill payments; bill waivers in instances of extreme financial hardship; free suspension, relocation or cancellation of an Optus fixed service; and free prepaid recharges for eligible impacted customers.



Origin

- Extended paid community service leave for an extra 20 days to volunteer firefighters.
- Donated \$605,000 to recovery and relief efforts.
- Through the Origin Foundation the company has matched employee contributions dollar-for-dollar.
- A special energy offer for volunteer firefighters.



Perpetual

- Donation of \$100,000 and is matching staff donations to the Salvation Army Bushfire Disaster Appeal.
- Working with WIRES to collect old sheets and material that can be made into much-needed pouches for joeys and koalas.
- Volunteers are provided paid leave for the period they are required to support the bushfire relief efforts. Employees are also able to take time off to defend properties and support families.



PwC

- Providing uncapped paid leave for any partner or staff member who is volunteering with emergency services, as well as counselling and other personal support to those affected.
- Donated \$500,00 to the Australian Red Cross and will match every dollar our partners and staff donate to one of the charities working hard to support those affected by the bushfires or the PwC Foundation Trust who supports our local communities in times of crisis.
- Providing pro bono staff to BizRebuild.



Qantas

- Donated \$1 million to bushfire relief and recovery charities and is actively encouraging passengers to donate through its on board announcements and making it as easy as possible for them to do so with a dedicated webpage.
- Increased flights to areas such as Kangaroo Island and will operate at a loss to keep important access to stimulate small business in this region with 12 services per week.
- Carried thousands of firefighters and tonnes of equipment around the country, including on more than 50 charter flights worth about \$1 million.

Rio Tinto

- Donated \$1 million to Australian Red Cross, \$500,000 to the Business Council of Australia's Australian Volunteers Support Trust and have matched employee donations dollar-for-dollar totalling \$600,000.
- \$300,000 has been committed to support the AFL State of Origin for Bushfire Appeal Match by sponsoring both the Victorian and All Stars Teams. This will help support and rebuild football clubs and assist footballing families.
- 234 tonnes of hay has also been donated and distributed to farmers in the southern NSW region.
- Full leave entitlements are in place for all Rio Tinto employees volunteering. This includes employees volunteering with the Fire and Rescue Service (VFRS) and BlazeAid, helping to rebuild fences in fire affected communities.



Salesforce

- Salesforce offers employees who are responding to a recognised emergency uncapped community service leave.
- Donated US\$250,000 (A\$360,275) to the Red Cross Disaster Relief and Recovery Fund to help those affected by the bushfires, which Marc and Lynne Benioff have personally agreed to match. Salesforce is also matching all employee donations over US\$50.



SAP

- Providing unlimited paid leave for employees who are currently volunteering with a recognised emergency management body.
- Committed €100,000 (approx. A\$161,000) to the Australian Red Cross. This is alongside local fundraising efforts by SAP teams in offices across Australia through the company's workplace giving program.
- Free, confidential counselling is available to all staff and their families at any time.



Scentre Group

- Donated \$500,000 to relief efforts and will match employee contributions dollar-for-dollar.
- An in-kind donation of digital media space and community desks in Westfield Living Centres has been made to boost fundraising efforts.



Seek

- Donated \$25,000 to BizRebuild to support young people on fire ravaged Kangaroo Island to get the skills and training they need to rebuild their lives. The funds were raised through employees at SEEK and matched dollar for dollar by the company.



Shell

- Donated \$1 million to the Australian Red Cross to assist with the disaster relief and recovery efforts and providing paid leave for all emergency services volunteers.



South32

- Providing paid leave to employees volunteering through emergency services to fight fires.
- \$500,000 has been donated to the New South Wales Rural Fire Service and Rural Fire Brigades Association Qld and a further \$500,000 to The Australian Red Cross. This is in addition to matching dollar-for-dollar donations by employees and contractors.
- Made in-kind donations of face masks for smoke protection and across Australia many of our staff have been involved in volunteering to support the effort.



Stockland

- Stockland employees who are assisting with voluntary firefighting efforts will receive up to 20 days paid leave.
- Pledged \$500,000 to the Foundation for Regional and Rural Renewal (FRRR) and other charities assisting with the immediate relief effort in affected communities.
- Providing dollar-for-dollar matched employee giving, free space for nominated charities at retail town centres to support their fundraising efforts, free digital advertising space, counselling and small business support on an ongoing basis.



Suncorp

- Unlimited paid emergency management for volunteer members of an emergency management body.
- A Bank Assistance Package has been provided to customers affected by the fires.
- Donated \$500,000 to recovery efforts including to Australian Red Cross Disaster Relief fund, the NSW RFS and the QLD Fire & Emergency Services as well as double-matching employee donations.
- Remaining funds will be provided to local and regional community fundraising efforts in affected areas.



Sydney Airport

- Offered to cover salaries to any staff volunteering with Emergency Services.
- Donated \$25,000 to the Red Cross Disaster Relief Recovery and are also fundraising for the Red Cross Disaster Relief and Recovery and WIRES in their terminals.
- Donated \$50,000 to BizRebuild.

Tabcorp

- Committed more than \$1.5 million to bushfire recovery on behalf of its brands TAB, Sky Racing, the Lott, MAX and Keno.
- All of Tabcorp's proceeds from the regular Saturday Lotto draw on 25 January were donated to the bushfire relief effort, which is expected to be in excess of \$1.5 million. The draw will be known as the Bushfire Benefit Draw.
- Dollar matching donations made by its 5,000 employees and providing open-ended paid leave for volunteer firefighters and reservists throughout this time.
- Provided financial relief to hotels, clubs and racing partners that have been directly impacted by bushfires and relief operations.



Telstra

- Uncapped emergency duty leave to employees.
- Offering relief packages to customers including with free use of Telstra wifi networks and public payphones and \$500 credits to those worst affected.
- Emergency services volunteers will have their mobile phone bills waived for December and January.



The Star

- Announced a new policy providing four weeks paid leave for team members who are called into action during a national disaster. Leave can be increased on request if a team member is required to help for an extended period and can be enacted more than once a year if a team member is required for several occasions.
- Made \$150,000 in corporate cash donations and have run a fundraising collection box campaign across Star properties with GIVIT.
- Lunch packs have been prepared and delivered for volunteer firefighters in NSW.



Transurban

- Providing uncapped leave provisions to employees volunteering with fire brigades, emergency services or defence force reservists for the duration of their work.
- Employees who take a long weekend in bushfire-impacted communities are given a bonus leave day.
- Match employee donations 3:1 for relief and recovery efforts, with a minimum commitment of \$300,000.
- A further \$200,000 has been donated to BizRebuild to support rebuilding businesses and jobs in bushfire-impacted areas.
- Dedicated support has been made available for customers in bushfire-affected areas through Transurban's Linkt Assist program. This includes providing people more time to pay tolls and waiving tolls and administration fees for impacted customers and volunteers.



UBER

Uber

- Pledged \$500,000 in support, donating \$300,000 to the Australian Red Cross Disaster Relief and Recovery fund and a further \$200,000 to rural fire services.
- Uber and Uber Eats vouchers will be donated as a small thank you to volunteers on the front lines.



UBS

- Committed to donate all Cash Equity commissions in the Australian market on 12 February to the Australian Red Cross Disaster Relief and Recovery fund.
- Implemented additional paid volunteering leave for employees and double matching is being offered for employee donations to fire relief appeals.
- Working with Foodbank Australia to collect goods for those in need.



Vicinity

- Contributed an initial \$250,000 evenly distributed between The Salvation Army and Foundation for Rural and Regional Renewal. Customers can also donate cash in person to these organisations at any Vicinity centre across Australia.
- Offering community space at 60+ centres, for organisations coordinating a response to the crisis, and free digital advertising space across Vicinity's screen network.
- Providing ongoing paid leave for staff who are volunteering in emergency services and will match all donations made by employees to official bushfire-related charities.



Virgin Australia

- Four-week paid leave period for any staff volunteering for the firefighting effort.
- The group will match employee donations up to \$250,000 to the Salvation Army to support its relief efforts.
- Provided emergency service organisations with discounted airfares throughout the bushfire crisis.



Wesfarmers

- Committed to underwrite a minimum donation of \$1.5m from across the Group to organisations involved in recovery and rebuilding, in addition to \$200,000 already pledged by Kmart, Target, catch.com.au and Workwear Group.
- Its extensive network of Bunnings, Kmart, Target, Officeworks and Blackwoods stores are providing practical and immediate support in the form of goods and direct donations delivered at a local level, where and when fires are burning.
- On 24 January, Bunnings hosted its second national BBQ fundraiser in store, this time supporting the Red Cross, and is taking customer donations at the register and online.
- Kmart and Target are taking customer donations, and Officeworks hosted a national fundraiser on 24 January, all of which will be matched by the businesses.
- Supporting up to four weeks paid leave for all permanent team members volunteering with emergency services.



Westpac

- Employees have access to uncapped paid leave if they volunteer for emergency services.
- The bank has donated \$1.5 million to relief efforts through its Bushfire Fund and continues to match employee donations dollar-for-dollar.
- Bushfire recovery also includes a Disaster Relief Package to support customers in affected regions.
- Announced a grant of up to \$15,000 to assist small businesses with the cost of refurbishing premises that have been destroyed during the bushfires and paying \$2,000 emergency cash grants for customers whose business premises have been destroyed or damaged by the bushfires. Providing \$1 billion in low-interest rebuilding loans for business customers, no foreclosures for three years on any farming businesses in the affected areas, and fast-tracked credit approvals to provide short-term assistance.



Woodside

- Uncapped paid leave to workers volunteering across the country as part of the emergency response efforts.
- Woodside and its staff are contributing \$760,000 to bushfire relief. This includes \$180,000 in donations by staff raised within a week of announcing our staff appeal. The staff donations have been matched by the company. The total funds will be split \$430,000 to the Red Cross and \$330,000 to the Business Council's Australian Volunteer Support Trust.

Woolworths Group

- Extended paid leave entitlements to four weeks for workers volunteering for rural fire services.
- Donated \$500,000 to the Salvation Army to assist with bushfire relief and recovery in addition to their annual \$500,000 support of their Support Through National Disasters (STAND) partnership with the Salvation Army. Woolworths customers have donated \$1 million to date.
- More than \$1 million has been provided across stores in bushfire impacted communities to use to provide goods in kind to support local rural fire crews and charities on the ground supporting communities in need.
- Big W and Woolworths pledged \$200,000 to support schools in bushfire impacted regions.



WSP

- Provided staff with 20 days of special leave for emergency services volunteers and a flexible process for staff that require additional leave.
- Made charitable donations to the Red Cross, Foodbank and WIRES.
- WSP is also working with government agencies to assess urgent risks and will work with clients and communities to rebuild once the immediate crisis has passed.
- Providing pro bono support staff to BizRebuild.



Yarra Capital Management

- Staff members volunteering with emergency services in the bushfire effort are entitled to four weeks of fully paid volunteer leave.
- Employee donations made to the bushfire recovery effort will be matched uncapped dollar-for-dollar in addition to a significant donation made to the Australian Volunteer Support Trust and Community Rebuilding Initiative.